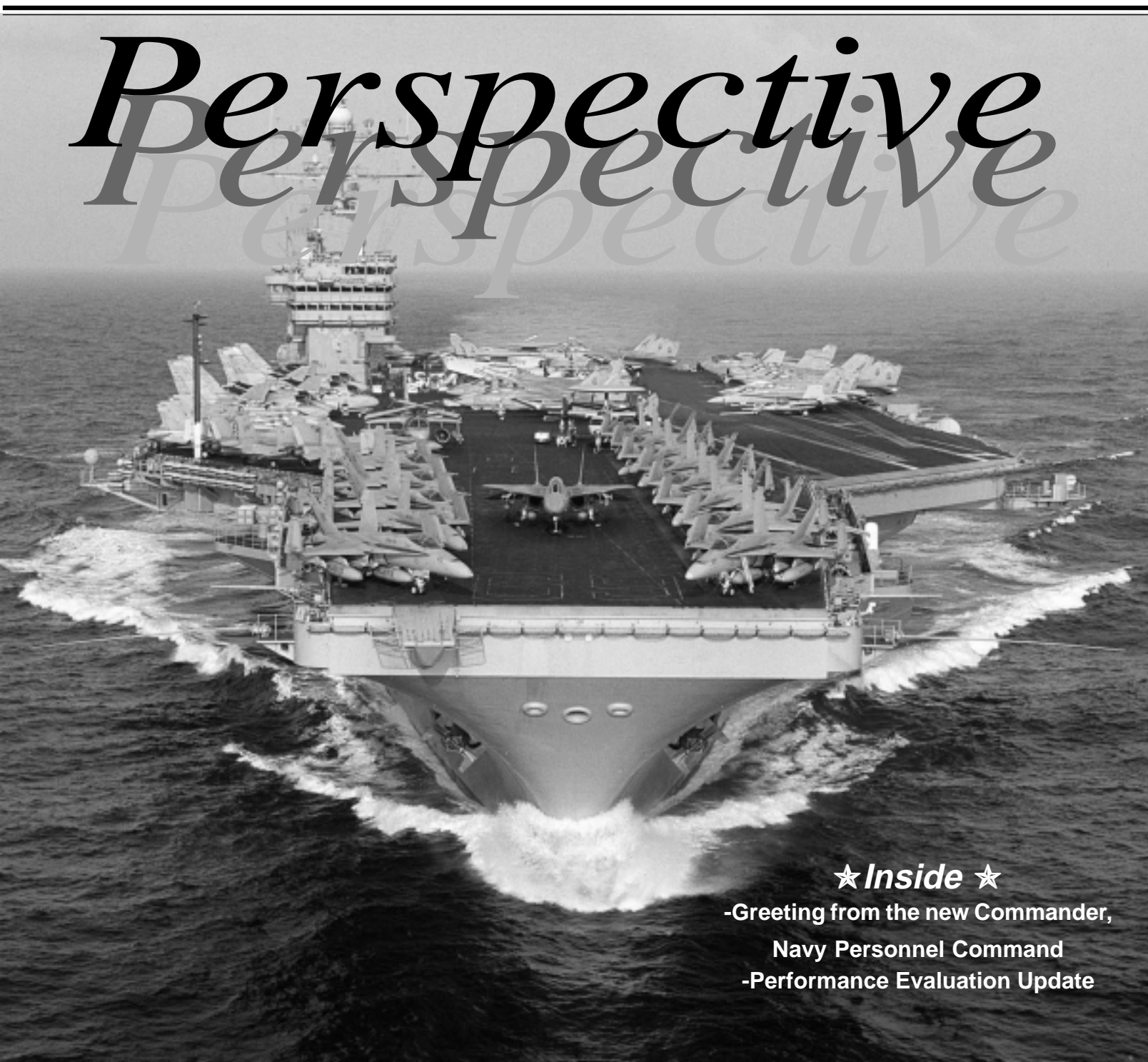




Navy Personnel Command

Perspective



★ *Inside* ★

- Greeting from the new Commander,
Navy Personnel Command
- Performance Evaluation Update

The First Word ...

★★ **COMMANDER, NAVY PERSONNEL COMMAND**

Hello from Millington. I recently relieved RADM Jim Hinkle as Commander, Navy Personnel Command. RADM Hinkle did a superb job in reshaping the Navy's Quality of Life policies and spearheading the first-ever customer service training program for detailers. We all wish him "fair winds and following seas" as he prepares to retire after 32 years of distinguished naval service.

My previous assignment was Commander, Carrier Group SEVEN, and prior to that I was Assistant Commander, Navy Personnel Command for Distribution – the "Head Detailer." I'm extremely pleased to have the opportunity to return to this command and be part of an organization that has an impact on every Sailor, every single day. In the year or so since I last called Millington "home," tremendous strides have been made in the personnel business. However, we all know there is still a lot of work to be done.

I assure you that we are listening, and are committed to raising the bar even higher as we use teamwork, hard work and dedication to look for innovative ways to take care of our Sailors and our Navy.

In his first message to Flag officers, ADM Vern Clark, Chief of Naval Operations, talked about covenant leadership, and how it ties together themes implicit in the traditions and ideals of our institution. CNO said, "We are an organization that prizes leadership as the foundation of success, and we should build on that. I believe leaders and followers make commitments to each other. From the top down, we must teach and show our people that leadership is a promise, as well as a privilege. Our people promise to serve. Our leaders make commitments both to their organization and to their people. Leaders commit themselves to mission success; they commit themselves to the good of the institution; and they commit themselves to the well-being and growth of their shipmates."

Part of that commitment as a leader includes putting our Navy men and women on the path to success, and taking advantage of every opportunity to communicate expectations, while listening to their concerns and desires. Regularly scheduled performance counseling is a requirement of our fitness report/evaluation process, and is a great time to do just that.

Leadership must also become more involved in retention counseling. If we are to "close the deal" and keep Sailors Navy, we must ensure that our career counselors and retention team members are trained in techniques to "sell the Navy" as a career. One initiative taken to address this issue has been a joint venture between the Center for Career Development and Navy Recruiting Command to provide "Professional Selling Skills" training to our career counselors. This training has already been given to about 100 career counselors and has been well received. We are not only looking at incorporating this training into the career counselor pipeline, but the leadership pipeline as well.

This a great time to be in the Navy and I look forward to working for you in the coming months. I'm excited to be here and will do all I can to make your opportunities for success even better. □




G. L. Hoewing
Rear Admiral, U.S. Navy

Perspective★★★★The Navy Officers' Professional Bulletin

Inside Perspective

Joint/AP/FAOPicture	4
Education Picture	6
Surface Picture	10
Submarine Picture	19
Aviation Picture	23
Restricted Line, Staff Corps, TAR	31
NPC Directory	46-47
Officers' Call/ Reference Corner	Back Cover

Art Credit (cover): July 9, 2000, winner of the 1999 Golden Anchor award for retention, USS Dwight D. Eisenhower (CVN 69) displays two golden anchors at her bow while in the Arabian Gulf in support of Operation Southern Watch. U.S. Navy photo by PHC (AW/NAC) Greg McCreash.

Perspective (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in *Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

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FROM THE HEAD DETAILER ★ RADM HAMLIN TALLENT


In his first message to the Fleet upon relieving ADM Johnson, our new CNO, ADM Vern Clark, said, "all Navy leaders-from petty officer to admiral-must remain committed to our people." That statement says a lot about what is most important to the continued success of our Navy, YOU. We want you to stay, and we want you to help us get your Sailors to stay.

As you all have heard many times in the recent months, we are in a war for our people. Ground zero of that war will be fought day in and day out on the deckplates of every Navy command throughout the world. The senior leadership of the Navy, and we at Navy Personnel Command, understand the obstacles you as Fleet leaders face, and have several programs in the works to assist you in your fight.

Several improvements have been developed to help leaders throughout the fleet retain our best and brightest, including continuation bonuses for our warfare officers, pay raises and enhanced educational opportunities. The Center for Career Development has opened in Millington. The Center's primary purpose is to provide leadership with tools to better impact retention. Hopefully, these efforts will help our people better understand what benefits (both fiscal and professional) are available to them for "staying Navy," and to contrast that with what is available on the outside.

In his message, ADM Clark went on to say, "People join and stay in the Navy for a wide variety of reasons. But whatever the reason, our profession is about service. In all that we do, we should live and breathe service to country, to fellow citizens, and to each other." Providing service to each of you is our "bread and butter." We understand that throwing money at you is not going to make you want to continue your career, but service will. As much as you are committed to service to country, we are committed to service to you. The detailers here at Navy Personnel Command are devoted to providing proper career guidance to each and every one of their constituents, because we understand the impact the detailing process can be on your decision to stay. We want you to be a "repeat customer."

As detailers, we make it our priority to ensure that we provide the best possible service to help you make satisfying career decisions that are good for you and for the Navy. If you come out of the detailing process invigorated by our commitment to serve you, then we have succeeded. If we fall short, we need to know where and why so we can improve our processes. In either case, don't hesitate to give us a call. □


H. B. Tallent
Rear Admiral, U.S. Navy

Acquisition Professional

{PERS-447}: DSN 882-3837, Comm (901) 874-3837

The preponderance of AP questions we field from our community members revolve around certification, training, AP membership and follow-on assignments.

There are two instructions which can assist in answering questions you may have concerning the Acquisition Professional Community. SECNAVINST 5300.36, Department of the Navy Acquisition Workforce Program, defines the acquisition workforce, describes the statutory requirements for filling acquisition billets and provides guidance for career development. DoD 5000.52M (DoD rules which implement DAWIA) delineates training and experience requirements for certification. We realize that these instructions may not be readily available to you at your local command, or you may not have the time to research the issues; please call me if you have any questions.

Certification defines the level and type of training needed for a specific billet. An officer has 18 months to complete the certification level required by the billet. This means you have half of your 36-month tour to achieve certification. However, start early in determining your training requirements for certification. It is difficult on both yourself and your command if you are TAD to Ft. Belvoir for 14 weeks taking a required program management course midway through your AP tour. Please work with your detailer and the AP office to develop a training track of required acquisition training courses while en route to your next assignment. A good training track is essential if you are being assigned to a command outside the Washington D.C., Patuxent River, Md., and San Diego areas, where AP courses are routinely offered.

Your OSR lists AP certification levels. The first letter of the AQD is always "A." The second letter determines career path. For example, "A" for program management, "C" for contracting or "G" for manufacturing and production. The third character defines certification level. The certification level is determined by rank; one being LT and below, two being LCDR and three being CDR and above. In general, you have 18 months after assignment to an acquisition billet to meet certification requirements. This is tracked by entering an AQD level of zero when an uncertified individual is assigned to an acquisition-coded billet. If you have an AQD level of zero in your record, please obtain the experience and training to achieve certification, and then forward your certification documentation via your certifying official to me so I can update your record to reflect your actual level of experience and training.

There is no assignment or placement officer specifically assigned to the AP community. Officers work with their community detailer to find an acquisition assignment. I work with the detailers, placement officers and systems commands to assist in the process of placing our APs in assignments that are the "best fit" for the individual and AP community. While I don't write orders or post billets for assignments, I do review all orders for AP community members. Since I am focused on the AP community, I can also provide you with background on potential assignments and conduct some research on your behalf. Please feel free to give me a call or send me an E-mail if you have any questions when you start looking for your next assignment.

By visiting <http://www.register-now.cms.navy.mil>, workforce members can request training, check their registration status, request travel funding and retrieve their line of accounting. The allocation of training quotas is based on the following priority system: Priority 1: Training required to meet certification, prerequisite or warrant requirements (DoD mandated). Priority 2: Training required for career development or designated as assignment specific. Priority 3: Training designated as cross training, or to meet continuous learning requirements. Priority 4: Training for non-AP members.

Also, please visit the DoN AP Web Site at <http://www.dacm.secnnav.navy.mil>. □

CAPT Steve Kreutner
PERS-447

Sign up for Perspective E-mail Notification

Sign up to receive E-mail notification when new issues of Perspective are added to the Web Site. You can sign up at our Web Site at <http://www.bupers.navy.mil/periodicals>. You can also just E-mail us at perspective@persnet.navy.mil. In your message, please indicate the E-mail address where you would like the notification sent.

Joint Picture

{PERS-45J}: DSN 882-4217/4218, Comm (901) 874-4217/4218; Fax (901) 874-2696

JPME Phase II. You have completed your Phase I Joint Professional Military Education (JPME), so what is the next step toward completing all of your JPME? Completing JPME Phase II at the Armed Forces Staff College (AFSC). This is also the next step toward a Joint Specialty Officer (JSO) nomination. JPME Phase II is taught three times a year at AFSC in Norfolk, Va., with a focus on joint and combined operations. JPME Phase II credit and the JS8 AQD are awarded upon completion of the Joint and Combined Staff Officer course (for LCDR through CDR) or the Joint and Combined Warfighting course (Post-command CDRs and all CAPTs). Both courses are 12 weeks long and prepare you for joint and combined staff duty.

AFSC is offered in-residence only, but you can attend the school either enroute to your next command (joint or non-joint) or go to the school TAD and return to your present command. Either way, the travel and lodging expenses are paid for by BUPERS. If you have already completed JPME Phase I, are scheduled to roll soon, and need to complete JPME Phase II, talk to your detailer about going to AFSC enroute to your next duty station. If you are already in a joint command or non-joint command, call LCDR Carolyn Greife, AFSC Placement Officer, at DSN 882-4218, Comm (901) 874-4218, for information and quota availability. Quotas are filled on a priority basis with the highest priority going to officers PCS enroute to a joint command and the lowest priority going to officers TAD and return from a non-joint command. The FY01 classes begin on Jan. 8, April 9 and July 9. You can learn more about AFSC on the PERS-45J Web Site (<http://www.bupers.navy.mil/codes/pers4/pers45/pers45j>) or the AFSC Web Site (<http://www.afsc.edu>).

Joint for Flag? I receive many questions regarding whether an officer has met all joint requirements for selection to O7. With the upcoming O7 selection board, I thought now would be a good time to cover this issue. Promotion to O7 requires completion of a joint assignment that is on the Joint Duty Assignment List (JDAL). Waivers are available for members in the scientific/technical fields (APM, Oceano, PAO, CEC, etc.) and professional fields (MC, JAG, Chaplain, etc.). Waivers are also available for officers who completed a pre-1987 Joint Duty Assignment (JSF AQD awarded), or started a valid JDAL assignment 180 days prior to the convening of the O7 board. If you do not have a JS2 (Joint Tour) AQD or a JSF (pre-87 joint tour) AQD and do not fall in one of the above waiver categories, then you will need what is known as a “good-of-the-service” waiver, which are very limited in number. Do not assume that if you are a Joint Specialty Officer (JSO), that you have met the joint requirements for flag selection. A number of officers were awarded the JSO designation during the 1988/89 time frame based on education or experience, but have never completed a joint assignment that is listed on the JDAL.

Once again, if you do not have a JS2 AQD, JSF AQD and do not fall in one of the previous waiver categories, then you have not met the joint requirements for selection to O7 and will require a “good-of-the-service” waiver. If you have any questions regarding your record or completion of a joint assignment, contact LCDR Tim King at DSN 882-4217, Comm (901) 874-4217 or E-mail at p45j@persnet.navy.mil. □

*LCDR Tim King
PERS-45J*

Joint Military Intelligence College (JMIC)

The JMIC offers the Master's of Science of Strategic Intelligence (MSSI) degree program, which is a graduate curriculum consisting of nine intelligence core courses and five intelligence-related electives, plus a master's thesis on an intelligence-related topic. The MSSI program is a 12-month PCS assignment that begins in August of each year. On average, four 1630s are detailed to the program. Officers from other communities are eligible, provided they hold Top Secret/SCI clearances and have permission from their community manager to attend.

Part-time study is available in the evenings and on weekends for officers stationed in the Washington, D.C., area. The application deadline for part-time study is March 31, each year. Interested individuals are encouraged to apply before transferring.

For more information, contact the Admissions Officer, Tom Van Wagner, at DSN 428-3299/3319, Comm (202) 231-3299/3319 or E-mail at afvantw@dia.osis.gov. □

Education Picture

{PERS-440B}: DSN 882-4056, Comm (901) 874-4056; Fax (901) 874-2676

{PERS-440C}: DSN 882-4100, Comm (901) 874-4100; Fax (901) 874-2676

Web Site: <http://www.bupers.navy.mil/pers440/>

Graduate Education Voucher (GEV). The GEV program provides up to \$40,000 for two years of off-duty graduate education for unrestricted line officers (URL) whose career paths provide limited opportunity for full-time graduate education. Eligibility is open to O3 through O6 active duty URL officers from the 1110, 1120, 1130, 1140 and 13X0 communities with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a master's degree program. Officers currently enrolled in a qualifying master's degree program using tuition assistance and other financial assistance programs, or paying privately, are eligible to apply for the GEV program. However, they are not eligible for reimbursement of any previously paid educational expenses. Officers who already have a graduate degree funded using any DOD assistance or veteran's education benefits are not eligible. GEV will cover 100 percent of a selected officer's graduate education cost (tuition, books and registration/application fees) up to a maximum of \$20,000 per year for up to 24 months from the time of enrollment, not to exceed \$40,000 for the entire program.

GEV funding is authorized for Navy relevant master's degree programs which meet the requirements of at least one approved Navy subspecialty as verified by Naval Postgraduate School (NPS). Approved subspecialties may be granted for degrees earned at educational institutions accredited by a regional accrediting agency recognized by the U.S. Department of Education. Institutions providing courses of study by distance learning or other "non-traditional" means must meet these same requirements.

Officers using GEV benefits shall agree to remain on active duty following completion of the program for a period of up to three times the number of months of education completed, up to a maximum obligation of thirty-six months.

Naval Postgraduate School (NPS). Quotas for FY01 are now being filled. Your detailer has a list of the curricula open to your community. The first classes begin in January at NPS, and detailers have already begun reserving seats through September 2001. Many different areas of study are available. Additional information is available in the NPS catalog. You can request a catalog be sent to you, or your wardroom, by calling the NPS admissions office at DSN 878-3093, Comm (831) 656-3093.

- Call your detailer to find out the current availability of graduate education quotas.
- Tour lengths vary between curricula.
- Not all fully funded master's degrees are at NPS; some are at approved civilian institutions.
- Academic Profile Codes (APC) provide the basis for determining what curricula you are eligible for within your

community. To find out what your APC is, look in block 47 of your ODC. If it is not there, you should contact the NPS admissions office at DSN 878-3093, to determine what's needed to correct your record.

Check the NPS Web Site at <http://www.nps.navy.mil> for more information.

Service Colleges. As the majority of service colleges commence in the summertime, now is the time to put yourself in position for an assignment to a war college.

Attendance at a service college is a significant milestone in the professional development of a naval officer. This education is designed to enhance the competence of those officers with high promotion potential.

Professional Military Education (PME) entails the systematic instruction of professionals in subjects enhancing their knowledge of the science and art of war. Integral to each curriculum of any of the service colleges is an emphasis on joint matters and Joint Professional Military Education (JPME). Each of the service colleges provides JPME Phase I credit.

National War College and the Industrial College of the Armed Forces are the only two service colleges that award both JPME Phase I and II as part of their single ten-month curriculum.

Minimum grade requirement to attend a service college is LCDR for Junior or intermediate level service colleges and CDR for senior service colleges. The general rule is that an officer must be wearing the appropriate rank by the beginning of a war college course. In unusual circumstances, individual schools may accommodate the assignment of a LCDR (Sel) to attend a course if that officer will pin on O4 shortly after arriving at the school. In addition, Navy Personnel Command has a limited amount of latitude to assign an officer who has been selected to (but is not yet "wearing") O5 to attend the Naval War College. However, no exceptions will be made for a CDR (Sel) to attend any other senior level course.

There is a two-year service obligation associated with attendance of a domestic service college (foreign war colleges do not incur such an obligation). Obligation begins upon completion of the course and is in addition to the remaining time required by any prior active duty obligation.

Within the United States, an officer may attend either the Naval War College in Newport R.I., or one of the sister service colleges, Air Force, Army, Marine Corps, the Industrial College of the Armed Forces or National War College.

In addition to earning JPME Phase I, the opportunity to earn a master's degree as part of a war college program is becoming a consistent standard throughout the services. With only a few exceptions, in a matter of 10 to 12 months, an officer can walk away from a war college with JPME Phase I, a war college diploma, and an accredited master's degree.

For more information about each school's in-resident programs, non-resident programs and opportunities to earn an advanced degree, please see the following informational summary for each school, review the school's Web Site and contact the school if you have further questions.

AIR WAR COLLEGE (O5&O6)

Navy Element Phone: DSN 493-6153, Comm (334) 953-6153
Location: Maxwell AFB, Montgomery, Ala.
Class Convene: July
Graduation: June
Web Site: <http://www.au.af.mil/au/awc/>
AWC Nonresident program is not accredited to give JPME Phase I. DSN 493-7755, Comm (334) 953-7755 (O5 Select and above.)
Master's: Air University is in the final stages of receiving regional accreditation to award a master's degree. Air War College hopes to begin awarding a regionally accredited master's degree (Master of Strategic Sciences) beginning with the class entering in 2000 and graduating in 2001. Independent master's programs are available in conjunction with local civilian universities that offer partial credit for War College course work.

AIR COMMAND AND STAFF COLLEGE (O4)

Navy Element Phone: DSN 493-6153, Comm (334) 953-6153
Location: Maxwell AFB, Montgomery, Ala.
Class Convene: August
Graduation: June
Web Site: <http://www.acsc.au.af.mil/>
Nonresident Program: DSN 493-7901, Comm (334) 953-7901, 1-800-316-7042 (O4 Select and above. Correspondence course takes approximately 12 months to complete.)
Master's: Air University is in the final stages of receiving regional accreditation to award a master's degree. Air Command and Staff College hopes to begin awarding a regionally accredited master's degree (Master of Strategic Sciences) beginning with the class entering in 2000 and graduating in 2001. Independent master's programs are available in conjunction with local civilian universities that offer partial credit for War College course work.

ARMY WAR COLLEGE (O5&O6)

Navy Element Phone: DSN 242-4200, Comm (717) 245-4200
Location: Carlisle Barracks, Penn.
Class Convene: July
Graduation: June
Web Site: <http://carlisle-www.army.mil>
Nonresident Program: DSN 242-3421, Comm (717) 245-3421 (O5 Select and above.)
Master's: Army War College (AWC) is presently going through the regional accreditation process. Army War College plans to begin awarding a regionally accredited master's degree beginning with the class entering in 2001 and graduating in 2002. Master's programs are presently available in conjunction with local civilian universities that offer partial credit for War College course work.

ARMY COMMAND AND GENERAL STAFF COLLEGE (O4)

Navy Element Phone: DSN 552-2256, Comm (913) 684-2256
Location: FT Leavenworth, Kan.
Class Convene: June
Graduation: June
Web Site: <http://www-cgsc.army.mil/usn/>
Nonresident Program: DSN 585-3356/62/68/80/86/88/90 Comm (913) 758-xxxx (O4 Select and above. Correspondence course takes approximately 24 months to complete.)
Master's: Accredited to award Master's of Military Art & Science. The master's program is optional for all C&GS students. Master's programs are presently available in conjunction with local civilian universities that offer partial credit for War College course work.

COLLEGE OF NAVAL WARFARE (O5&O6) and the COLLEGE OF NAVAL COMMAND AND STAFF (O4)

Dep. Dean Of Students: DSN 948-6596, Comm (410) 841-6596
Location: Newport, R.I.
Class Convene: November
Graduation: November
Class Convene: March
Graduation: March
Class Convene: August
Graduation: June
Web Site: <http://www.nwc.navy.mil/>
Nonresident Program: DSN 948-2135, Comm (401) 841-2135 (Navy has the only nonresident program that allows O3s to participate. Correspondence course takes approximately 24-36 months to complete.)
Master's: Accredited to award Master's of Arts degree in National Security and Strategic Studies.

USMC TOP LEVEL (O5&O6) and USMC COMMAND AND STAFF COLLEGE (O4)

Navy Element Phn: DSN 278-1007, Comm (703) 784-1007
Location: Quantico, Va.
Class Convene: July
Graduation: June
Web Site: <http://www.mcu.usmc.mil/>
Nonresident Program: DSN 278-4390, Comm (703) 784-4390 Web Page <http://www.mcu.usmc.mil/cce/cce.htm/> (O4 Select and above. Course takes approximately 24 months to complete.)
Master's: Marine Corps University is undergoing the final stages of regional accreditation. USMC C&S is expected to begin awarding a regionally accredited master's degree to students entering courses in August 1999 and graduating in June 2000. Accreditation may be "grandfathered" back to 1997.

INDUSTRIAL COLLEGE OF THE ARMED FORCES and NATIONAL WAR COLLEGE (O5&O6)

Navy Element (ICAF): DSN 325-4428, Comm (202) 685-4428
Navy Element (NATL): DSN 325-3659, Comm (202) 685-3659
Location: FT McNair, Washington, D.C.
Class Convene: August
Graduation: June
Web Site (ICAF): <http://www.ndu.edu/ndu/icaf/icafhp.html>
Web Site (NATL): <http://www.ndu.edu/ndu/nwc/nwchp.html>
Master's (ICAF): Accredited to award a Master's of Science degree in National Resource and Strategy.
Master's (NATL): Accredited to award a Master's of Science degree in National Security Strategy.
In addition to JPME Phase I, ICAF and NATL War College also award JPME Phase II.

White House Fellowship. The White House Fellows program was established in 1964 to provide motivated young Americans with the experience of direct and personal involvement in the process of governing our nation. Fellows are assigned to the White House staff, the Vice President, members of the Cabinet and to other top-level assignments in the executive branch. In addition to their duties as special assistants, White House Fellows participate in an educational program revolving around the government's processes, personalities and problems.

The White House Fellowship Commission administers the application and selection process. The Navy does not participate in the screening, review or selection of White House Fellows. Navy applicants must keep their detailers informed of their application status throughout the selection process.

Applicants must submit a written application to the President's Commission on White House Fellowships for initial screening, followed by regional and then finalist interviews.

Applications for the program may be downloaded from the fellowship Web Site at http://www.whitehouse.gov/WH_Fellows.

Interested parties may contact the Commission at:

The President's Commission on White House Fellowships
712 Jackson Place NW
Washington, D.C. 20503
PH: (202) 395-4522

Applications are due at the beginning of February. Selections are usually released in July, with 12 month assignments beginning in September. □

Postgraduate Education at Naval Postgraduate School

Joint Professional Military Education at Naval Postgraduate School. The importance of offering a program that blends graduate level study with Joint Professional Military Education (JPME) was recognized in the early 1990s by NPS. Originally called the Joint Education Electives Program (JEEP) when it debuted in 1993, the program's name was changed to the Program for Joint Education (PJE) to make its terminology consistent with current military education policy.

In academic year 1999-00, NPS teamed with the U.S. Naval War College (NWC), Newport, R.I., to provide a tailored program for NPS students, which leads to a Naval War College Command and Staff diploma (which includes JPME Phase I certification). Naval War College courses offered at NPS are taught by NWC faculty permanently assigned to the NWC Monterey office. The entire three-course sequence of Strategy and Policy, National Security Decision Making and Joint Maritime Operations meet all requirements for Navy PME (as established by the Chief of Naval Operations) and has been reviewed and approved through the Program for Accreditation of Joint Education (PAJE) process conducted at the Naval War College's College of Continuing Education. The three-course NWC program provides coverage of all mandatory "learning areas" outlined in CJCS's Officer Professional Military Education Policy (OPMEP), CJCSINST 1800.01.

The NWC program at NPS, other NWC satellite sites around the country and on the college's main campus in Newport, R.I., provides instruction in three course areas: Strategy and Policy (S and P), National Security Decision Making (NSDM) and Joint Maritime Operations (JMO). Beginning in September 1999, the S and P curriculum replaces the NPS course *Maritime Strategy*, NS-3252, which had been manda-

tory for all Departments of the Navy (DON) students since 1989. Completion of the NWC S and P course is a mandatory requirement that must be met by all DON students. The JMO and NSDM courses replace or supplement various other NPS offerings, and these courses may be taken on a voluntary basis.

Note: JPME Phase I certification will only be earned by students who complete the entire three-course sequence, including the mandatory S and P course as well as NSDM and JMO.

In order to provide NPS students with the maximum degree of flexibility, the NWC program in Monterey, Calif., will provide study in the three topical areas in a variety of ways. Classes will be offered as traditional "daytime" courses, as "evening study" seminars and/or as "mentored independent directed study." Students will be able to select the approach that is best suited to their educational needs and best aligns with their other graduate studies at NPS.

All versions of the NWC courses are academically rigorous and will require significant effort on the part of each student. The goal is to enable each student to earn both their NPS degree and the NWC diploma (and Phase I JPME). However, students who cannot complete all NWC Command and Staff diploma requirements while in Monterey will be able to enroll in the remaining NWC courses (either by seminar or correspondence) through the NWC College of Continuing Education at their next (or a subsequent) duty station.

*Refer to the Naval Postgraduate School catalog at <http://www.nps.navy.mil> for additional information, or contact Professor Fred Drake via E-mail at jpme@nps.navy.mil.

Undersea Warfare: A requirement today, a requirement tomorrow.

"Throughout modern history, submarines and mines have been used by less capable adversaries to delay and disrupt highly capable navies of the world. I remain convinced that [they] will continue to be a potent threat in the future."

-ADM Jay Johnson, Former Chief of Naval Operations.

According to ADM Johnson, two of the top three force protection concerns are mines and submarines. The low cost of these weapons along with the reality of operating in the littoral zone adds to the reasons why mines and submarines are in the top three. The undersea warfare curriculum is structured to allow students from the aviation, submarine and surface communities to pursue academic degrees in physical oceanography, acoustical engineering, electrical engineering, operations research, physics and applied science. The students can work with NUWC Newport, Johns Hopkins APL and University of Washington APL on current Navy-relevant topics. Submarine Development Group 12, Surface Warfare Development Group and companies such as Boeing help students develop new undersea warfare technologies and concepts. Graduates of this curriculum will lay the foundation for the network-centric USW vision of the future by providing the means to detect and nullify undersea warfare threats. The undersea warfare curriculum is a naval master's degree program with a future!

Students who desire to study USW must have an APC of 323, which includes a C+ or better in calculus and physics, along with an overall GPA greater than 2.2. Students not meeting these requirements may request from their detailers to be sent for a refresher quarter to improve their math and physics background. The curriculum begins in spring and fall quarters. While at NPS, students may enroll in Naval War College courses to earn their JPME Phase I certification.

For additional information, go to the NPS Web Site at <http://www.nps.navy.mil> or the NPS USW Web Site at <http://code35.nps.navy.mil/usw/uswHome.html>.

Joint Command, Control, Communications, Computers and Intelligence (C4I) Systems Program. The Joint C4I curriculum is designed to meet broad educational objectives endorsed by the Joint Chiefs of Staff. The overall objective is to provide officers and DoD civilian equivalents, through graduate education, a comprehensive operational and technical understanding of the field of Command, Control, Communications, Computers and Intelligence systems as applied to joint and combined military operations at the national and unified command levels. The program is designed with the following goals: enable individuals to develop an understanding of the role C4I systems play in the use of military power, and the ability to interpret the impact of C4I on operating philosophy; provide adequate background knowledge in basic technology, human capabilities

and joint military operations and how these factors are exploited in current C4I systems; and, provide the framework where students can perform requirement and planning studies of new C4I systems and contribute to crisis management. These officers should be able to undertake a wide range of assignments in C4I (both joint and intra-service) over the full span of their careers. Typical assignments include:

- Staff Command and Control Officer: Commander in Chief, Pacific Fleet.
- Surface Systems Officer: Naval Ocean Systems Center.
- Staff Planning and Programming Officer: OPNAV/N62.
- Staff Operations Plans Officer: Headquarters, European Command.
- Staff Operations and Plans Officer: Commander 7th Fleet.
- Program Manager: Naval Space and Warfare Systems Command.
- C3 Staff Officer: Headquarters, U.S. Space Command.

Requirements for the degree Master's of Science in Systems Technology are met as a milestone en route to satisfying the educational skill requirements of the curricular program.

The Joint C4I curriculum is open to all U.S. Military services and selected civilian employees of the U.S. Federal government. Admission requires a bachelor's degree with above-average grades and mathematics through differential and integral calculus. Eligibility for Top Secret security clearance with access to Special Compartmented Information (SCI) is required. An APC of 334 is required for direct entry. Officers not meeting the Academic Profile Code may be admitted based on transcript reviews by the registrar's office and the curriculum officer.

Completion of this curriculum qualifies Navy officers as a Joint Command, Control, Communications, Computers and Intelligence (C4I) Systems subspecialists. The curriculum sponsor is the Director for Command, Control, Computer and Communications Systems (J6), Joint Staff.

Joint Command, Control, Communications, Computers and Intelligence (C4I) Systems is a seven-quarter course of study with a single entry date in October. If further information is needed, contact the Academic Associate, Professor William Kemple at DSN 878-3309 or the Curricular Officer, Lt Col Mike Mullady (USAF) at DSN 878-2772, E-mail at mmullady@nps.navy.mil. □

Perspective On-line

Perspective is on-line, and can be accessed on the NPC/BUPERS Web Site

(<http://www.bupers.navy.mil/periodicals>). Archived issues back to Jan-Feb 1998 are also available on the Site. □

Surface Picture



{PERS-41} DSN 882-3927, Comm (901) 874-3927; Fax (901) 874-2687

★ Captain's Corner

As this is my first article since arriving in Millington on July 31, let me start off by saying "Fair Winds and Following Seas" to a terrific Surface Warrior, RADM Bob Conway, and congratulate him on his promotion and the absolutely spectacular job he did as PERS-41. RADM Conway's dedication to leading change and providing top-notch customer service had a profound impact on the fleet. Speaking for all of those in Surface Warfare, thank you for a job "well done," and best of luck in the future.

Getting to the waterfront to meet and detail SWOs has yielded extremely positive results. That emphasis will be continued. Meeting your detailer in your wardroom, looking at your record with your detailer, reviewing job options online and actually having your orders cut via a laptop in your wardroom is routinely being done now. If you're in a fleet concentration area that doesn't get routinely visited, call us and we'll schedule a PERS-41 briefing via VTC. I sincerely look forward to meeting all of you in the near future.

I will be hitting the waterfront to discuss with you issues facing our community today. I solicit your ideas and input—your thoughts on the SWO career path, quality of service, community and waterfront issues are important to us and play a vital role in policy formulation. Please let us know your thoughts.

Congratulations to our newly selected CDRs and LCDRs! You should be justifiably proud of reaching this significant milestone in your career. SWOs fared exceptionally well in both of these boards. Opportunity for the CDR board was 70 percent, and SWOs promoted at 77 percent. One-hundred and twenty-seven in-zone SWOs were selected for O5, one SWO selected above the zone and two SWOs were selected below the zone. Five XO Others were selected for promotion to O5. Opportunity for the LCDR board was 85 percent, and SWOs promoted well above board average at 108 percent. One-hundred and seventy-five in-zone SWOs picked up O4, and 35 above zone SWOs were selected for promotion. The bottom line here is that Surface Warfare Officers are being recognized for their broad knowledge of naval warfare and the valuable skills that they bring to the greatest Navy in the world.

The major command screening board convenes on Nov. 13, 2000. As a reminder, those of you who selected for CAPT last January will have your first look this year. Please fax your July or August FITREPs to DSN 882-2757, Comm



(901) 874-2757 to ensure that these most recent FITREPs go before the board. I highly recommend reviewing your OSR/PSR to ensure that your record is complete. If you have any questions, please contact my assistant, CDR Dave Steindl, whose contact information can be found in the directory on pages 46-47.

I am looking forward to "joining-up" with you during my travels. ☐

CAPT Mike LeFever
PERS-41

★ Surface CDR {PERS-410}



Board season! It's upon us again, and a little earlier this year. As you are reading this, we are in full bore preps for the CDR command board. This year, the board is scheduled for Dec. 6-15, 2000. A little more time has been allocated to the board, and it is taking place approximately two months earlier than last year.

What can I do to prepare? As always, order your OSR/PSR and your microfiche. Review these documents carefully and ensure that they are accurate and complete. Ensure that your photo is in your current grade and is legible, that all your FITREPs are in place and that all your quals (especially command qualification) are in the record. Remember, the board reviews, briefs and votes your record, and it has to be right. Your record is your responsibility, and only you can ensure that it is correct.

I'm out of looks. Can I get a special extra look? You may petition for a special look, but the process is designed only to let those rare individuals disadvantaged in a previous look by board or record error get an additional look. The process is to submit a letter to the board president via PERS-41. In that letter, you need to fully explain how you were somehow grossly disadvantaged, or a previous board failed to fairly consider you for selection to command. Being late to your XO ride is not necessarily sufficient. Your petition will be reviewed by PERS-41, and the decision to allow your record to be considered will be made by the board president. Any officer selected on a special look will be at the expense of an officer on their last look for command.

Contact info and Record Review. One week prior to the board, we will conduct a superficial scrub of your record. In the case where we find errors or omissions (yes, it happens!), we will need to contact you. We need to have an

accurate E-mail address and phone number from each officer in order to swiftly correct these errors. Please ensure that we have the best contact info you can give us.

Please check our Web Site (<http://www.bupers.navy.mil/pers41>) starting in late August for a special CDR command board status page. In it you can find the current list of eligible candidates, status of correspondence received and other items of interest for the board.

Speaking of our Web Site, we know that it is a great way to get information to you. If you have any suggestions for improvement, please let us know.

Best of luck to all CDR command board candidates! ☐

*CAPT Balmert
PERS-410*

★ Surface LCDR {PERS-411}



Career Timing. Timing to career milestones is a critical aspect of managing a SWO career. For those served by the 411 shop, it is the screening for and timing to the arrival of the XO or XO other assignment that we are concerned with. Working this timing issue should be your concern even before you've screened for XO or XO other.

The ideal time to arrive to this critical milestone would be the summer before your in-zone look for CDR. Your 40 percent look for CDR command is generally two to three months prior to the CDR selection board. The detailers will work with you to get you into these assignments on time, with on time meaning being in the billet in the calendar year before your in-zone look for CDR.

How do you know when you will be in zone? Each December, a promotion zone forecast is published for the next five years, listing by lineal number the senior and junior in zone for each fiscal year promotion zone for each paygrade. Know your lineal number and track this information! Are you close to the edge of the zone (front or back) which may have shifted from one year to the next? This is the essential element of the timing issue, and is used as the key for the detailers in determining when you will be slated (or more accurately, how late you can be slated).

Is your record complete and up to date? Each officer is responsible for maintaining the accuracy of his or her own record. Order your microfiche today and verify your record, and work to correct any discrepancies now. The last XO board had in excess of 2,200 individual documents

submitted within the last month prior to the board for inclusion into their record. Don't wait until then; the documents submitted at this point are not included in your official record, but are only presented for board purposes, hence the problem is not fixed permanently. The Reference Corner on the back page of this issue gives the NPC mailing addresses which will be of use in maintaining your record. The PERS-411 Web Site also has this information (<http://www.bupers.navy.mil/pers41/411/>). In the near future, the list of eligible officers to be considered at the FY01 LCDR CO/XO Screening Board will be provided on the PERS-411 Web Site. Please check this to verify your name is present if applicable and that your qualification status (EOOW and TAO) is accurate.

CDR(Sel) Shanahan has departed for a great opportunity as the Commander, Mine Division 31 in Bahrain. While his talents will be missed in the 411 shop, we wish him the very best of luck in his new command.

Next issue we will present the nuts and bolts of the slating process – and the importance of the preference card. ☐

*CDR Klatt
PERS-411*

★ Surface Junior Officer {PERS-412}



I'm often asked by JOs how their detailer determines their next set of orders. Believe it or not, quite a bit of thought goes into the process, and your detailer makes every effort to get you the best possible set of orders. Ultimately, the detailer must strike a balance between your desires, what will keep you competitive to screen for your next career milestone and the needs of the Navy. Below, we discuss the process involved in detailing officers through their second department head tour.

Second Tour Division Officer Slating. Second tour division officers are slated on a quarterly basis. We work with placement (PERS-413) to obtain our list of available billets about seven to eight months from the date associated with the slate in question. We also begin the process of identifying first tour division officers with PRDs in the same three-month window. Our next goal is to determine each officer's qualification status, and verify current duty preference cards are on file. Additionally, PERS-412 sends a "personal for" message to each CO to solicit inputs for determining the best assignment for each officer. The following information pertains to the slating timeline.

PRD dates

Oct - Dec
Jan - Mar
Apr - Jun
Jul - Sep

Roller record review slate approval

mid-Apr - mid-May/mid-June
mid-Jun - mid-Jul/mid-Aug
mid-Sep - mid-Oct/mid-Nov
mid-Dec - mid-Jan/mid-Feb

Surface Warfare Second Tour Division Officer Billets**Command****Second Tour Billets**

CV/CVN	All Non-Nuclear Division Officer Billets
CG47	NAV, FCO, CICO, MPA
DD963	NAV, CICO, MPA, Training
DDG51	NAV, FCO, CICO
FFG	NAV, ORDO, AUXO, Training
DESRON	Readiness/SKEDS, Training
LHA / LHD	FCO, AUXO
MCS	MAIN ENG
LCC	NAV, ACICO, MAIN ENG
LPD	NAV, CICO, MAIN ENG, Training
LSD36/41	NAV, AUXO, Training
LST / AGF	NAV, MPA
PHIBRON	Readiness, SKEDS, COMMO
MCM/MHC	OPS, CHENG
MINERON	READINESS
PC	OPS, WEPS
AOE	DCA, NAV
MPSRON	OPS, SKEDS, ENG/MATL
SBU*	OPS, TRAINING, OIC

*Not all billets are available at every command.

Home port preferences. Typically we slate upwards of 60 percent of the junior officers to second DIVO tours in the same home port as their first divo tour. However, if you are a first tour DIVO in a non-mainstream first tour billet (CLF/ Mine Warfare), we are committed to moving you to a location where you can do a "SWO mainstream" Divo tour. Please note, we do not force any division officers to serve back-to-back overseas tours. However, our experience is that many division officers desire to remain overseas for several reasons.

Diversify Your Record. Our experiences show that junior officers with strong performance in a variety of assignments with FITREPs from multiple COs fare extremely well in the department head screening and billet slating process. Some of the ways we look to provide for diversity and professional growth include slating first tour DIVOs to a different warfare area for their second tours (e.g., AMPHIB to CRUDES, CRUDES or AMPHIB to CV(N)/MIW/CLF, and CRUDES to AMPHIB; a different department in the same warfare area, such as topside to engineering, or vice-versa); traditional second tour billets requiring seasoned SWOs (SBU, DESRON or PHIBRON A-OPS billets, etc.) or any combination of the above!

Duty Preferences. Submit updated duty preferences no later than nine months prior to your PRD. You can submit preferences via fax, phone, mail, E-mail or online via the BUPERS Access Web Site (<http://www.bupers.navy.mil/pers41/>). When submitting your preferences, you must include a minimum of three different home ports, three

different ship types and three different billets. We attempt to fulfill each officer's primary desire whenever possible. However, we often are faced with a situation in which the officer has submitted unrealistic duty preferences that force the detailee to guess the officer's secondary preferences. We strongly recommend that you discuss your second tour options with your CO/XO prior to submitting your duty preferences. If you ever have any questions concerning your duty preferences or slating process, do not hesitate to contact your detailee.

The Shore Detailing Process. The surface warfare community offers the most diverse opportunities to choose a shore duty billet (or obtain a graduate education) in the entire Navy. We have recently shifted gears away from the long standing "first-come, first-served" methodology, and embraced a more systematic approach that puts individual preference and CO involvement at the forefront of priorities. The process is simple, user friendly and ensures there are no "hidden" billets. Talk to your friends who have gone through this process, and I think you will find they were very pleased with its utility.

For those of you with PRDs in FY01, here is the plan: From Oct. 1-31 (and Jan. 1-31, 2001), we will be posting (on our Web Site) all available billets from which you can choose for shore duty orders. We will also E-mail a copy of this list to you. Please review this list with your CO and develop a well thought out duty preference input. By Oct. 31 (or Jan. 31 for JOs with a later PRD), send your top three preferences to us via E-mail. The months of November and February will be spent in active order negotiation, with a commitment from us that orders will be released by Dec. 31 and March 31, respectively. We are batting well-above .950 in getting folks what they want!

The table below summarizes the long-range time-line we expect to follow for each of you heading to Shore Duty.

Billets Posted	DUPREFs Submitted	Negotiation	Notification	Orders Issued	PRD
Oct 1-31	Oct 31	Nov 1-15	Dec 31	Dec 31	Apr-Jun
Jan 1-31	Jan 31	Feb 1-15	Mar 1	Mar 31	Jul-Sep

We are committed to providing each junior officer with the opportunity to attain postgraduate-level education while ashore. The simplest way to obtain your master's degree (and probably the best deal in the Navy) is to send you to any curriculum you desire (as long as you academically qualify) at the Naval Postgraduate School (NPS) while you concurrently take advantage of the SWO Bonus. If NPS is not in your future, we can get you a master's degree using any one of the academic venues below:

D.C. Intern Program (M.A. from George Washington University)
USNA Company Officer Program
Graduate Education Voucher (GEV) Program (at the school of your choosing while serving ashore)
Troy State/USD master's degree

We have recently issued “good deal” orders to some JOs going to our training command billets (specifically, ATRC Dahlgren, ATG San Diego and ATG Norfolk) that offer a chance to pursue a master’s degree full-time. Orders are 30 months in duration and include 18 months as an instructor or TLO, followed by 12 months to pursue a master’s full time while the Navy pays up to \$20,000 each year for tuition.

Department Head Slating. First tour Department Heads are slated quarterly. Generally, your slate will occur about three months from your scheduled start date at Department Head School. We endeavor to make sure that you and your family have, as early as possible, a firm idea of where you will be heading after you’ve finished your six months in Newport. Tour lengths are running, on average, 18 months, excluding the single longer WEPS/CSO rides, which are averaging 36 months.

Second Tour Department Heads are also slated quarterly. Typically, we start slating you nine months before your PRD. Our goal is for you to have orders in hand six months before you roll. Your CO will receive a personal-for message from PERS-412 to let him know we are working your next set of orders. His/her advice is critical at this point in a SWO’s career.

How the DH Slate Works. A slate is based on a number of equally important things: (1) Previous performance (as indicated by your FITREPs) at sea. (2) Where you are on your career clock (you should be rolling to DH School at the 7.5 year point). (3) Professional qualifications accumulated in your at-sea time (EOOW, TAO). (4) Previous platform experience. (5) Available billets within your DH graduation window, and what you’ve indicated in your duty preference.

About four months from your PRD, and after you have received your orders to Department Head School, we will conduct a thorough review of your record and “rack and stack” it against those of your prospective DH classmates. This competitive ranking, when balanced against other factors (such as timing), determines your first DH ride. Regardless of your slate, remember, your goal is to break out as a DH, promote to LCDR and screen for XO. There is no correlation between billet type, hull type and selection for XO. For second tour department head slating, performance as a first tour department head is weighed heavily. Often, due to timing, officers don’t have an observed FITREP as a first tour department head. In such cases, it is helpful if the CO provides some feedback that can be used to break out officers on the slate.

Surface Warfare First DH Tour

Command	First Tour Billets
AOE	OPS
CG47	WEPS/CSO
DD963	CSO, OPS
DDG51	WEPS/CSO, ENG, OPS
FFG	CSO, ENG, OPS
LSD36/37	1stLT, OPS

LSD41	1st LT, ENG, OPS
LST	1st LT, OPS
MCM/MHC (FDNF)	ENG

Surface Warfare Second DH Tour

Command	First Tour Billets
AGF	1st LT, A-OPS
CG47	OPS, ENG
DD963	ENG
DESRON	OPS, MATERIAL, CSO
EATQ	EXAMINER
LCC	A-OPS
LHA	CICO, 1st LT
LHD	CICO, 1st LT
LPD	OPS, 1st LT
LST	ENG
MCM/MHC	XO
PC	CO
PCU DDG	CSO, ENG
PHIBRON	OPS, MATERIAL

Duty Preference Card. This is the starting point for a meaningful dialogue with your detailer. Update it as often as you like, but do it early. Grab your mentor and spend some quality time with it. You can submit preferences via fax, phone, mail, E-mail or online via the BUPERS Access Web Site (<http://www.bupers.navy.mil/pers41/>), but regardless of the method, follow it up with a phone call or E-mail to your detailer. It is never too early to talk to your detailer.

Real Ships Rock. There are many dynamics that will continue to effect a slate. Priority fills happen (infrequently), and the requirements of the fleet must be met. We will do our best to match billet type, platform and home port. A re-slate may even present the opportunity that you’ve been waiting for.

New Second Tour Division Officer Detailer. We are sad to see LT Tony Defrias leave us after doing a bang-up job as Second Tour Division Officer Detailer. His capable replacement is LT Elvis Mikel. □

*CAPT(Sel) Allen
PERS-412*

★ Surface Nuclear {PERS-412N}



This summer we completed a west coast swing, and once again, were impressed by the job you are all doing on the front lines. You continue to prove that SWO(N)s are quality SWOs who happen to have a nuclear subspecialty. The CVN continues to be the most formidable asset in our nation’s arsenal. SWO(N)s are making this happen - be it on the bridge, in CIC or down in the propulsion plant. You have made it a great time to be a SWO(N).

COPAY has gone up to 19K as of Oct. 1. If you are on a COPAY contract right now, you can renegotiate for the higher amount. The new contract must encompass at least three years, or the time remaining on your current contract, whichever is longer. If you have any questions, please drop me or Mike Sowa an E-mail, and we will be happy to answer your questions. The new rate will be effective on your current anniversary date.

Board season is rapidly approaching. Having been through one round of boards already, I have some general items for all to consider.

- **Contact information.** It is critical that I have either a good E-mail address or phone number so that I can get a hold of you if an issue arises with your record. CAPT Jackson and myself work hard at making sure your record is board ready, but there is always a chance that what we see on your record at our terminal does not transfer over to the selection board system. If you will be on travel during your board, make sure that you have your FITREPs easily accessible, or someone we can contact will have them for you.

- **Log on to our SWO(N) Web Site as we march through the board season.** We will be posting board relevant data on there as we receive correspondence, or if we need to speak to you. This info will also be passed in the SWO(N) weekly update.

- **Review your OSR and PSR.** The items that we cannot verify are missing awards and college transcripts. If an item is missing, please send us a copy so that we can ensure that it will be presented to the board. As a reminder, items sent in for a selection or administrative board do not update your official record. You still need to submit that info through the official channels to make it a part of your permanent record.

CAPT Jackson or I will try and contact each and every one of you prior to the major command, CDR command and XO screening boards to discuss your record and items that can make it stronger. Please feel free to give us a call when you have the chance to talk for about 20 minutes. As always, we are standing by to provide any and all assistance.

Best of luck out there, and I look forward to seeing you all in the future. ☐

LCDR Carter
PERS-412N

Coming in January 2001...
The ever-popular
"Career Issue" of *Perspective*

★ Surface Placement {PERS-413}



CDR Ken Auten here, and I've relieved CDR Neil Parrott as the Surface Ship Placement Branch Head (PERS-413). I was most recently relieved as the CRUDESPEC Placement Officer (PERS-413B) by CDR Clay Harris. We've also bid farewell to LCDR Dale Fuller, the Amphib Placement Officer (PERS-413F). He will be relieved by LCDR Deehr in November. LCDR Keys will be standing in until then. The good news is that even with these recent changes, the phone numbers and E-mail addresses for each of your placement officers have not changed. Our full contact listing is provided in the back of this and every issue of *Perspective*, and on our BUPERS Web Site at <http://www.bupers.navy.mil/pers41>.

Speaking of the Web Site, there is a wonderful array of information for you and your officers to draw from when you have questions about the SWO career path and issues pertaining to SWO programmatics. We even have a special placement section of the Web Site that provides a sample LORTARP and gives you a listing of first-tour ENS billet sequence training tracks for ENSs enroute to your ship. You pick the training for your incoming ENS gains, notify your placement officer of your desires (E-mail, phone, next LORTARP), and we'll arrange the training. It's that simple. Remember, this year we have assessed an additional 200 more ENSs than we did in the previous two years, so chances are that you'll have a few more ENSs than you will have ENS billets. This is a good opportunity to get an additional officer to EOOW, Gunnery or CICO school en route. You name it, and we'll try to make it happen.

Let's go over LORTARP protocol just to clarify and make it simple for you busy XOs. Update your LORTARP about once a quarter, please. We'll take them in any format you give them to us. Zap us a spreadsheet, send a message, fax us, whatever you track your officers on. We're not picky. We just need to square away with you periodically on which officers you have in each of your billets. Each time you send us a LORTARP, we'll make the BUPERS mainframe reflect the ground truth you've given us (e.g., ENS Jones moved from Gunnery Officer to Auxiliaries Officer). We'll also respond to each of your LORTARPs, usually with a message. That way, you have positive feedback that your command and NPC are in sync on PRDs or detachment dates for your incumbent officers, and arrival dates and enroute training required for each of your prospective gains. Between quarterly LORTARPs, stay in touch. If you just want to shift a billet for one officer, we don't need a new LORTARP to do that. Likewise, if you want to move an officer one or two months to the right or left, let's open an E-mail or phone dialog to discuss the issue. The key here is two-way communication between the CO/XO and placement.

Finally, if you have any officer questions, please don't hesitate to call or E-mail. We're right here in the shop with the detailers, and can run an issue to ground for you. Use us accordingly. □

CDR Auten
PERS-413

★ Surface LDO/CWO {PERS-414}



Surface Admin Corner

To all Surface LDOs and Warrants, let me begin by congratulating all of the new LDO CDRs, LCDRs, LTs and CWO3s and 4s out there! I know you're on cloud nine. The constant thread we all acknowledge is "sustained superior performance" gets you promoted. However, the next big issue was sea duty. I coined this phrase years ago, "grey is negative and haze grey is positive," and current selection boards certainly support this. I also want to say the following in support of those not as lucky: "One must keep 'Failure to Select - FOS' in perspective." The promotion system is a direct reflection of the number of more senior billets we have, and the LDO/CWO community is full of top quality officers. You simply wouldn't be here if you were not quality. Although we wish it were so, the Navy cannot promote 100 percent of our eligible candidates (Good news, we have returned to "all fully qualified" for LT). And although this year's cycle has been extremely good, at 60 percent for CDR, 80 percent for LCDR, 95 percent for CWO3 and 75 percent for CWO4, some very fine officers still get passed over. Simply put, there isn't room for everyone, and that is all there is to it. Nothing more, nothing less. Unfortunately, the system sends a lot of outstanding officers home.

For my Admin folks. Having been your detailer for over two years now, I think you have understood my position on sea duty, overseas duty, home basing and the importance of FITREPs versus job titles. My thoughts are clearly spelled out in past *Perspective* articles, and I think my positions have been "right" in supporting both you and our Navy. Currently, and in future environments, if you desire to promote to CDR and CAPT, I sincerely believe you will need at least three sea tours. Two of these tours need to be ship's company billets and one as the Admin Officer of a CV/N. Right or wrong, fair or not fair, boards view ship's company tours as more arduous than staff, squadron or battalion duty. Having said that, over the years we have lost many ship's company billets, and not everyone can get a ship when it's their turn to go to sea. If you have to take a squadron, staff or battalion tour initially, just fight harder to get that big deck gator or oiler as a LT before you're looked at for LCDR. The days of one sea tour are past! Also remember,

job titles do not get you promoted; performing the very best you can and getting as good a FITREP as you can gets you promoted.

I get asked a lot of questions about overseas tours, particularly extending in harness or doing a back-to-back tour geographically. Certainly, there are positives in completing an overseas tour; positives for the Navy, for the member professionally and personally and for your families. However, you must keep in mind I detail approximately 525 Admin folks, and we have only 40 overseas sea and shore billets, which includes Hawaii. Consequently, when we extend you or provide you a back-to-back tour, we may be eliminating an "opportunity" for another naval officer and/or family to experience the pleasures and rewards of an overseas assignment. It is much more than saving PCS dollars. Also, I am convinced that although selection boards applaud one overseas tour, when you get into the back-to-back arena, the suspicion comes up that you are sacrificing your career to remain in your comfort zone. I rarely support overseas extensions or back-to-back same country orders, and believe I've held the line to benefit all. Of course, there are occasional exceptions.

Congratulations to our own LCDR Scott Hoard, our Engineering Detailer, who was promoted to his current grade on Aug. 1, 2000. Well done, Scott.

Lastly, I had better address my departure as your detailer, as I may not get another opportunity. At this writing, I am working toward relieving as CO PSA West; however, orders have not yet been issued. I am looking forward to this challenge to serve our Sailors, both customers and employees, and to work with the outstanding people (both military and civilian) within the entire PSA West region. My relief has been identified as CDR Jim Romano. Jim is an outstanding Deck officer (6110), who has previous experience as a detailer. Jim is a straight shooter with significant sea experience who will lead the Surface LDO/CWO force with pride and professionalism. Welcome aboard CDR Romano and family. You will love the job and the area. This job has been one of the most rewarding of my career. I have gotten to know most of you on a personal basis, which has been enriching and rewarding. I've tried hard to please each of you, and for the few I couldn't, I hope you understand I did either what I had to do, or what I sincerely felt was best for your career and our Navy. Although I am moving on, this is not goodbye; keep in touch and we'll correspond from another site. Best wishes to you and yours. Please keep me updated with your current phone numbers and E-mail addresses, particularly as you move on to new assignments and change addresses. Keep in mind, if you're not having fun, you're not doing it right. □

CAPT(Sel) Jon H. Underwood
PERS-414

Surface Deck/Operations/Ordnance/Security Corner

Let me start by congratulating all of the new LDO CDRs, LCDRs, LTs and CWO3s and 4s out there! You all must be on cloud nine. This is truly a remarkable accomplishment! After reviewing the list, in addition to having incredibly great records, the biggest common thread was sea duty.

Clearly some designators (DECK/ENG/ELECT) have more opportunities to get to sea, particularly in LCDR billets. We're looking at this dilemma and hope to work out some solutions in the near future. Improvements are coming slowly, but here are some examples:

Operations. We have finally filled all of the DDG FLT 2A billets with 6120s. The addition of these billets to the OPS designator was a big win! Now we will have the opportunity for three USS tours prior to going to a BG staff billet. For all of you ENSs and LTJGs out there, your goal should be to complete a DDG, CG and a big deck (CV or LHD) tour prior to going to a BG staff. This will give you the requisite sea time to be truly competitive for selection to CDR.

Security. The CV/N Security Officer billets are now LCDR billets. This is great news for the security designator. If you are a senior LT or a LCDR and you only have one sea tour, you need to go to sea to improve your opportunity for promotion to CDR.

I continue to get asked a lot of questions about overseas tours. There is clearly something to be gained by completing an overseas tour. Selection boards appear to recognize those folks that have completed an overseas tour. Call me or check the Web Site if interested, as we are gaining overseas billets in all designators. We will continue to put our most recent brief on the Web Site as well, in case you miss us on our road trips. Please try and keep me updated with your current phone numbers and E-mail addresses, particularly as you move on to new assignments. □

*LCDR Richard N. Soucie
PERS-414B*

Surface Engineering/Repair Corner

I had the opportunity in June to take a detailing trip to Mayport. I thoroughly enjoyed "putting faces with names." Let me go on record and say, "thank you" to all those in Mayport who made my trip a success. Everyone was great, but a special thanks to CDRs Drexler and Thompson of USS KENNEDY and SIMA, respectively, who went out of their way to make me feel welcome. I was able to give a Surface LDO/CWO community brief, which, hopefully answered a lot of questions for the officers in attendance. I look forward to those opportunities to travel and meet y'all (that's a southern word I've learned since my arrival here in Memphis).

One thing that is the same from month-to-month around here is that nothing stays the same. On the PERS-414C Web Site, you will find the most recent Surface LDO/CWO brief,

and a list of all 613x/713x/714x billets broken down by rank. Additionally, I have just begun including a list of "Hot Fill" requirements. Technology is a wonderful thing. Keep tuned into that Web Site for the most current information about our community.

We are assuming close to 100 second-tour steam engineering billets, and various other billets throughout the Navy over the next three FYs. That has meant a broadened opportunity for those applying for the LDO/CWO program. So, if there are hot runners out there who work for you, encourage them to get focused and get their applications in.

I also want to say congratulations to all of the new selectees for promotion from the boards held earlier this year, such as CAPT(Sel) Butler, our new CDRs, LCDRs, LTs and of course the new CWO3/4s. As it is with any great LDO/CWO, it is recognized that each of you make significant contributions and selflessly sacrifice everything for the Navy. It pays off, because engineering designators always fare well at selection boards. One word of advice, however, a common thread for maintaining competitiveness for promotion at every rank is the Surface Warfare Officer designation. It's not written anywhere that it is a requirement, but with **rare** exception, it has been a showstopper for promotion. In today's highly competitive Navy, it is a sure sign of professional growth. So, do whatever it takes to make sure the CAPT knows that you need it for growth just as much as your URL counterparts. CHENGs, please support your officers in this qualification.

A new board season is fast approaching, along with FITREP time. Now is not too early to ensure your microfiche, OSR and ODC are up-to-date. Your record is your responsibility. Know what's in it! The addresses and procedures for requesting these documents are available on the BUPERS Web Site and on the back cover of this issue. Review your record and make sure it accurately reflects your career. A little expended energy now can prevent a lot of additional stress later! □

*LCDR Scott P. Hoard
PERS-414C*

Surface Electronics/Communications/ADP Corner

Pave your own path to success. Every job we own, sea and shore, is challenging. We, as LDOs and CWOs, would not own the billet if it were not a challenging assignment. Each and every one of you should have laid out your path to success early in your officer career. My job as your career advisor is to ensure that you have the correct information to successfully navigate down that path. However, it's your record, your career. You must select duty assignments to ensure your competitiveness remains high. USS duty is blue-chip stock. Deploying staffs are blue-chip stock, as long as you are not attempting to replace USS with staff as your required sea duty. Remember, there is no substitute for USS duty!

I recently sent out an ALCON E-mail discussing the SWO pin, and reflecting the current numbers of those wearing the Pin in each of the six designators I detail. This is an ongoing argument, "Why do we need the SWO pin?" Right or wrong, the pin has evolved into a "must have" to select. But if I had to sum it up, we are Surface LDOs and CWOs, and the Surface Warfare Pin is a symbol of excellence in our community. Our duty is to support the CO, and the last time I checked, experience is what any Captain wants in critical watch stations. The SWO pin is the symbol of that experience. Now that it is mandatory for E5 and above to earn an ESWS pin, we should take the lead and set the example by earning the SWO pin. So, get out there, hit the deck plates running, earn your SWO pin and wear it with the utmost of pride!

Overseas duty is another major ticket puncher that you should not avoid. Overseas duty offers a lifetime reward to you, your career and your family. Take advantage of a once-in-a-lifetime opportunity to live in a foreign country and experience a culture that the rest of America only watches on TV. You and your family members will not be disappointed.

Remember, there is no such thing as a bad job, only bad performance in a good job! How well you perform in that billet not only reflects upon you as an officer, it reflects upon us as a community. Keep up the hard work, keep sending me those SWO letters and keep driving our ships. You are a member of the most banked-upon community in our Navy. Keep Charging! ☐

*LT Evan Higgins
PERS-414B*

★ Special Warfare {PERS-415}



Greetings. CDR Nelson handed me the NSW detailing duties in July. Steve did a truly professional job for our community, and furthered our credibility among all the Navy shops here in NPC. Fair winds to Steve and his family at SOCEUR! As I settle in as PERS-415, my view is that consistency should be a keystone of the detailing process, so I will make every effort to advertise and follow NSW and USN assignment policies. The needs of the Navy, the professional development of the member and the personal considerations of the member, in that order, constitute the assignment calculus that we must use to detail our people. I also understand that we've made commitments to some individual members for particular jobs or locations, and I will attempt to honor previous obligations. At any rate, I want to know what your assignment desires are within 10 months of your PRD. I prefer to talk initially to your XOs

and COs, so get them engaged in the process! E-mail is also the best way to communicate with me, so I can digest your case in detail and give you educated answers or recommendations.

Postgraduate School. Naval Postgraduate School positions are available to qualified officers. I would encourage each of you to be proactive in your graduate education desires. Standard PG tours are only 18 months! Look at my Web Site for the list of curricula, and contact me with your interests.

Some Assignment Opportunities.

Billet	Fill Date	Rank
NPC Rating	September 2001	LT
Assignment Officer		
OPNAV N851	December 2001	LT
CNWDCC Newport	March 2001	LCDR
3 rd Fleet	June 2001	LCDR
6 th Fleet	January 2001	CDR
7 th Fleet	August 2001	CDR
CPG-1	January 2001	LT
JCS	August 2001	CDR
JSOC	January 2001	LCDR/CDR
NAVSEA	November 2000	LT
NSWC	June 2001	LT
NSWC det Key West	June 2001	LT (LDO)
NSWC det LC	February 2000	LT
NSWC SDV Trng Det	June 2001	LT (LDO)
NSWU-1	December 2000	LT
NSWU-2	November 2001	LT
NSWU-3	August 2001	LT
NSWU-10	June 2001	LT
OPNAV N51J	June 2001	LCDR/CDR
OPNAV N34	October 2001	LT/LCDR
PEP Italy	January 2001 (DLI)	LT
SBU-12 OPS	August 2001	LT
SBU-20 OPS	May 2001	LT
SDVT-1 PLT CDR	January 2001	LT
ST-1 PLT CDR	July 2001	LT
ST-2 PLT CDR	December 2001	LT
ST-3 PLT CDR	September 2001	LT
ST-8 PLT CDR	June 2001	LT
SOCENT	January 2001	CDR/LCDR
SOCEUR	September 2001	LCDR
SOC SOUTH	February 2001	LCDR/CDR
SOCKOR	January 2001	LCDR
SOCJFCOM	October 2000	LCDR/CDR
SOC PAC	January 2001	LCDR
USNA Company Officer	June 2001	LT
USSOCOM	October 2000	CDR/LCDR
USSOCOM Wash, D.C.	October 2001	LCDR/CDR

Selection boards. Now is the time to order your microfiche and prepare for next year's selection boards. If you are in zone for promotion or before the major command or CO/XO screening boards, you need to order your microfiche now in order to have time to facilitate the changes with certainty. If you don't know whether or not you are in zone for selection or screening, contact us.

Interested in becoming a SEAL officer? If you are interested in a lateral transfer and need information, check out my Web Site at <http://www.bupers.navy.mil/pers41/415/main.htm>.

Keep in touch. My contact information can be found in the directory on pages 46-47. Please take the time to E-mail me with your POC information, so I can contact you as required. ☐

*CDR Sean Pybus
PERS-415*

★ Special Operations {PERS-416}



Aloha. Let me start off by saying "Fair Winds and Following Seas" to a terrific Special Operations Officer and warrior, CDR Frank Morneau, and congratulate him on the superb job he did as the detailee and community manager. Frank led us through some difficult times, and the results of his efforts will have a positive impact on our community. I will be on your quarterdeck soon to discuss community and detailing issues with you. I solicit your ideas and input, and I look forward to meeting each of you.

FITREP Writing. FITREPs are written for selection board members and not for the individual officer. Selection board members read FITREPs like you and I read books. It is critical that the first and last paragraphs contain the information critical to the screening process. Focus on operations, not management. Remember, the last paragraph needs to provide a recommendation for the next career milestone and rank.

Update your record/contact information. It is important to conduct regular reviews of both your microfiche and your OSR/PSR. A great time to do this is at the start of a new FY, since it is about three to four months before board season. Get your record updated and corrected early. When board season begins, we receive on average about 2,000 additional documents for each board. Each document must be scanned into the system and added to your record individually. This process takes time; therefore, two to three months prior to a board, it is critical that I have a good point of contact for you, and you have easy access to your FITREPs. A current DSN or commercial telephone number and E-mail address would be sufficient.

Overseas tour. Over the course of a career, every Spec Ops officer can expect to do an overseas tour. All of these tours offer challenges and adventures to you and your family.

Initial sea tour. The initial sea tour for our young Spec Ops officers in training is 30 months, as prescribed in the Officer Transfer Manual. Our young officers are doing these tours on ARSs, MCMVs and MHCs. These tours are demanding and our JOs are rising to the challenge. The second sea tour length is 24 months. This gives us 54 months of sea time and allows us to be competitive for LCDR CO Afloat.

Some Assignment Opportunities.

Command	Rank	Desig	Billet	Fill/ Status
EODMU 11 DET FALLON	LT	1140	OIC EOD	0011
NSWCD CRANE NWC	CDR	1140	XO SHR ACTY	0103
NSSCOPSUPFDWAS	LCDR	1140	DVG DEEPSEA/FLT SALVAGE	0104
OPNAV	CDR	1140	STF NUCWEP	0102
EODMU TEN	LT	1147	XO AFLOAT	0010
MDSU ONE DET (San Diego)	LT	1140	OIC	0010
MIDPAC	LT	1140	SALV OPS	0010

BZ corner. Congratulations to our newly selected CDRs. You will get your first of three looks for CDR command in December, 2000. Use the time between now and the board to order your OSR/PSR and ensure your record is complete. To our nine new LCDR XO/CO Afloat selects, congratulations on a job well done. Five of the selects are second and third-look screeners.

New technology. Yes, I remember the days of waiting 45 minutes on hold for the detailee, but today, E-mail should be your first option. My contact information is on pages 46-47. Our Web Site and the OCM's Web Site are good sources of information; use them. Any of your buddies who want to lateral transfer to our community, tell them all the information can be found on the Web Sites.

Stay in touch and keep charging! ☐

*CDR Ted Lucas
PERS-416*

Perspective Magazine On-line

Perspective Magazine is on-line, and can be accessed on the NPC/BUPERS Web Site at <http://www.bupers.navy.mil/periodicals>. Also available on the Site are archived issues back to Jan-Feb 1998. ☐

Submarine Picture



{PERS-42} DSN 882-3930, Comm (Toll Free) 1-800-526-3583; Fax (901) 874-2648

★ Captain's Corner



The new millennium has really kicked off on a good note with the largest number of new accessions since 1993. For the first time since 1991, we have exceeded our goal in bringing in young submarine officers. This success was due to both the long-term efforts many have put forth to rebuild a recruiting mechanism that had decayed during the right sizing era, and the hard work that we as a force put into Midshipman/NUPOC and NROTC Unit briefs and cruises each year. With an increase in our goal by another 20 officers in FY01 to 385, I'd like to encourage everyone to continue putting forth their best effort for another challenging year ahead. Midshipman Cruises and NROTC Unit visits remain our most powerful tools to sell the program, and it is truly only through your efforts that we will succeed.

While accessions continue to be on the upswing, we are only beginning to see the effects of recent efforts to improve retention. The Graduate Education Voucher (GEV) Program has been met with an extremely positive response, as have our efforts to improve the JO shore duty detailing experience. If you have not yet done so, I encourage you to take a look at the JASS slate posted on the PERS-42 Web Site. Through the efforts of our crack staff, JOs can now review and apply for their shore duty job "from the comfort of their own home." And if the Web doesn't appeal to you, LT Eric Svensson is standing by to assist. Other approved initiatives to address your concerns on the compensation front include an FY01 increase to Nuclear Officer Incentive Pay, a 3.7 percent base pay increase and a strong possibility that the Thrift Savings Plan (TSP) will become an option for those interested in contributing to a 401K-type plan.

While we here at PERS-42 are entrusted with looking out for your interests on the compensation front, we fully understand this is only one factor in your decision to make the Submarine Force a career. The remaining aspects, which encompass quality of life initiatives, job satisfaction and recognition for the hard work we do are a team sport. Positive leadership and mentoring are the way to success; ensure you take the time to recognize those efforts in your officer's FITREPs. On this note, all are encouraged to review the recent changes to the fitness reporting instruction, and take action to ensure your officer's efforts to mentor, and foster a positive working environment, are properly recognized at future promotion and screening boards.

While on the subject of promotion, I'd like to direct your attention to the proper implementation of the new promotion notification system (NAVADMIN 173/00). Reporting seniors

are now given access to promotion board results 48 hours in advance of the ALNAV, which is viewed as a positive step in the more humane handling of promotion results. Under this new procedure, PERS-42 will not have access to promotion board results until the ALNAV is released two days after individuals are notified by their command. Once PERS-42 obtains board results, my staff will analyze and provide the same high quality feedback our people have come to expect. □

*CAPT Bob Holland
PERS-42*

★ Detailer Notes



Contract Renegotiations. Nuclear Officer Incentive Pay rates have gone up! Effective Oct. 1, 2000, Nuclear Officer Continuation Pay (COPAY) is \$19,000 per year, and the Nuclear Officer Annual Incentive Bonus (AIB) is \$12,500 for URL officers and \$6,000 for nuclear LDO/CWOs.

The raise in your AIB payment is automatic, and will be seen in your Oct. 1, 2001, payment. To take advantage of the higher COPAY rate, you must send in a new three, four or five-year contract. If you are on an existing COPAY contract, this renegotiated contract must incur an obligation that will expire on or after your existing obligated service date from your current COPAY contract. Also, it should be noted that officers past their minimum service requirement (MSR) are not eligible to receive an early payment. For details, please refer to SECNAVINST 7220.65K. A link to this instruction and a sample contract is on our Web Site at <http://www.bupers.navy.mil/pers42>.

If you received an early payment from your current COPAY contract and are past your MSR, your first installment under the new contract will be reduced. This is due to the fact that your current contract must be cancelled when you negotiate another contract for a higher rate. The amount of your first installment is calculated in the following manner. We first take into account the total bonus money you have been paid to date on your existing contract. We then calculate your entitlement by determining the amount you would have been paid to date if no early payment was made. Your first installment will be reduced by the difference between the two amounts.

For example, consider an officer, Jon Doe, who signed a four year contract with five payments under the \$15,000 rate, with the first payment received one year prior to MSR in December 1998, for the amount of \$12,000. The new contract should be submitted no later than mid-November

to ensure DFAS has enough time to process it. If he had not received the early payment, the total amount received (his entitlement) would have been \$15,000 for his December 1999 installment. But, since an early payment was received, the officer has been paid \$24,000 up to this point. Since we must cancel the old contract, the \$9,000 difference must be repaid. Normally, this sum will come out of the first installment of the new contract, so that the December 2000 payment will be \$10,000. The remaining installments will be \$19,000. Also, as above, Jon's new contract cannot include an early payment since he is past his MSR.

Consider another officer, Jane Doe (no relation), YG 96, who is not past her MSR. She reached her four-year point in May 2000, and signed a four-year contract with five equal installments. She received a payment of \$12,000 soon after she submitted her contract. She then renegotiates her contract in November 2000, for another four-year contract with five equal installments. Note she is still not past her MSR at this point. The four-year contract with five equal installments works out to be five payments of \$15,200. Since she has already received \$12,000, her payment in November 2000 will be \$3,200. Her next installment in May 2001 will be \$15,200.

The new contracts can be sent by mail or faxed to LT Mike Sowa, PERS-421D, at DSN 882-2648, Comm (901) 874-2648. If you have any questions on this or any other submarine/nuclear pay issues, you can call Mike at DSN 882-3933, Comm (901) 874-3933. For those officers that are on extended deployment, preventing them from renegotiating their contract in time to get the higher rate for their next payment, arrangements will be possible on a case-by-case basis.

A "nuke in good standing" letter is no longer required on an annual basis. It is the responsibility of each commanding officer to determine the eligibility of the officers in his or her command for their next COPAY installment, and inform PERS-42 if an event occurs that would affect an officer's eligibility. This is not a change that occurred in this revision, but is a question that is often asked.

BUPERS Access...on the Web and better than ever

Did you know that you can submit duty preferences online, and command reps have access to personnel information for their entire UIC(s)? This powerful tool displays up to date status of "gains" and "rollers," SRB, advancements, selection boards, retirement and much more.

Visit BUPERS Access today via the NPC Web Site at <http://www.bupers.navy.mil>, and select the "BUPERS Access" button from the menu.

Prospective Commanding Officers. The specifics of PCO class dates and career gates are available on the PERS-42 Web Site. This article provides some general information about the PCO assignment process.

After screening for command, you will be assigned a PCO class by PERS-421 based on the appropriate career gate for your YG (YG84 will attend PCO class prior to Sep 2001). This may mean either a short shore tour or extension on shore duty, or an opportunity to attend the Naval War College to round out the PCO class size requirements. PERS-421 will then work with you to line up a relief with timing to support the target PCO class.

About a year in advance of the target PCO class, you will be asked to provide your command assignment desires to PERS-42B. You should include a prioritized list of home ports as well as any special interest items for your family (spouse employment, children's issues, etc.). A professional resume is not required, as PERS-42B will conduct a complete review of your official service record as part of the assignment process.

You've heard it many times before--career diversity! If you have not served in SSNs and SSBNs, or in the Pacific and Atlantic, prepare to diversify in your command tour. PERS-42B considers career diversity, technical background and your desires in matching you with submarine assignments available in your PCO class. Approximately six months prior to your class convening date, the tentative assignments for your class will be sent to the TYCOMS, N87 and NR for final approval. When this "chop chain" is complete (typically four months prior to class convening), PERS-42B will notify you of your assignment, either through your chain of command or directly. Shortly thereafter you will have your orders. Is this your final answer? In the past two years, only one PCO had his orders changed after being notified verbally of his command assignment.

A typical timeline from PCO class convening date at NR to a change of command date is about seven or eight months, depending upon the boat's operational schedule. While the NR portion and the TYCOM Combat Course are "lock-step," the Command Leadership Course in Newport, R.I., can be scheduled either prior to the NR portion or at some point after the TYCOM Combat Course. Either the Joint Maritime Commander's Course or the SWS Commander's Course will be scheduled following the TYCOM Combat Course. If your command assignment requires an "orientation cruise," this will be arranged with the TYCOM and appear as an "intermediate stop" at a specified command.

When you are "as trained as you'll ever be," you will make a short (depends on boat schedule) stop at your ISIC and then report aboard to begin a 30-day turnover. Congratulations, CAPT!

Split Tour Opportunities. Department head split tours as a Battle Group Submarine Operations Officer (Sub Ops Off) remain an excellent means to broaden an officer's background and experience.

You should have completed 18-24 months of your department head tour to be considered for a split tour. Listed below are several split tour billets that will be available in the future:

Billet	Command	Location	Fill Date
Sub Ops	CRUDESGRU Two	Norfolk, Va.	0101
Sub Ops	CRUDESGRU Three	Everett, Wash.	0102
Sub Ops	COMCARGRU Eight	Norfolk, Va.	0104
Sub Ops	CRUDESGRU Twelve	Mayport, Fla.	0110

All of these billets involve a one to two month training track en route, so contact LCDR Jeff Grimes at least 12 months prior to your desired split tour rotation date.

SOAC Dates and Department Head Detailing. The following SOAC dates are provided for planning purposes:

Class	Convene	Graduate
FY01		
01010	October 27, 2000	March 30, 2001
01020	January 19, 2001	June 8, 2001
01030	March 16, 2001	August 3, 2001
01040	May 11, 2001	September 28, 2001
01050	July 13, 2001	November 30, 2001
01060	September 14, 2001	February 15, 2002

The basic "timeline" for SOAC/Department Head detailing is shown below (times are referenced to SOAC class convening date):

Approximate Time	Event
Six to seven months prior	Orders to SOAC issued
Three to four months prior	SOAC Class slated (assignments made)
Upon arrival	DH assignment letters issued
One to two months after arrival	Orders to ship issued

DESRON Manning. There is a unique career opportunity opening for a small number of highly qualified submarine junior officers to gain invaluable experience in battle group operations. We no longer have enough junior officers to man all DESRONs continuously, but there is still a vital requirement to provide 1120 junior officers for deployed periods. To meet this need, we are now offering officers the chance to be assigned to deploying DESRONs for approximately 12 months at the beginning or completion of their JO shore tour, prior to attending SOAC. This period will include pre-deployment work up exercises, followed by a six month battle group deployment. This will be an actual PCS to the DESRON staff, so families would be able to either remain in current locations or transfer to the new location.

This is a terrific chance to do something a little different, and see the operations of another part of the Navy prior to your department head tour. The opportunity will only be

open to officers who are early enough in their year group to ensure they are not disadvantaged by starting their department head tour late, so contact the department head detailee, LCDR Grimes, to ensure you are eligible. You should contact him at least 12 months prior to your current PRD since these assignments are already filling rapidly. The next couple available DESRON billets are listed below:

Billet	Location	Approx. Fill Date
COMDESRON 28	Norfolk, Va.	0103
COMDESRON 21	San Diego	0107
COMDESRON 24	Mayport, Fla.	0108
COMDESRON 31	Pearl Harbor	0112

COMSUBRON 15 Standup. - COMSUBRON 15 in Guam will be starting up within the next year. While the actual mission of the squadron is still in the developmental stages, what is certain is that this is a prime opportunity to be home ported on the "pointy end" of the operational spear. Overall, the staff for the squadron will be similar to that of other waterfront staffs. Billets will be at the post-department head level and above. Also, there have been many improvements to the housing, support and infrastructure in Guam. In fact, a former WESTPAC Sailor who paid an official site visit to Guam commented that "If you have not been to Guam in the past five years, you have not been to Guam." The bottom line is that if you are interested in a challenging assignment working on the submarine waterfront, yet also forward deployed, please ask your detailee about your eligibility for a job at COMSUBRON 15.

PXO Dates. The following PXO class dates are provided for planning purposes:

Convene	Graduate
10/23/00	12/01/00
01/08/01	02/16/01
03/05/01	04/13/01
04/30/01	06/08/01
06/25/01	08/03/01
09/04/01	10/12/01
10/22/01	11/30/01
01/14/02	02/22/02
03/11/02	04/19/02

Screening Board Preparations. The FY01 CO/XO screening board is complete, and some lessons were learned which are worth passing on to the fleet. First off, the major command/DH screening board is in Dec. 2000, so if you are an eligible for that board, check your record now! Now is also a good time to check your record for next year's promotion and screening boards. See the PERS-42 Web Site for exact dates. If you are unsure of your eligibility for a particular board, contact your detailee to make sure. Reminder, even if you are already screened for CO or XO, but not yet serving, your record still gets reviewed by the screening board to check for any dramatic changes in your performance. If you notice something missing from your fiche or OSR/PSR (FITREP, award, graduate degree, etc.), this will afford plenty of time to make the corrections

before it becomes a crisis. This year, a large volume of documents was sent to the board at the last minute, which impaired the efficiency of the board process. If you check your record now and make corrections, the only thing that should require update before the next board for which you are eligible is your latest FITREP.

If you need to update your record with a missing FITREP or award, the detailers can take care of that for you directly. If you would like to submit third party correspondence to a selection or screening board, then a letter to the President of the Board, from you, is appropriate.

Overall, the number of administrative discrepancies in records is continually getting smaller, so our thanks go out to all those who are helping by submitting the documents to make the record corrections.

Submarine LDO / CWO

With my previous article

focusing on "staying Navy," I wanted to share a few thoughts with regard to career planning. While I encourage everyone to stay Navy, simple facts are that a time comes for every Mustang, some old and some young, to go ashore for the final time. LCDR Tom Armstrong and I will certainly try to keep you, but when that time comes for you, I encourage you to plan ahead with the following thoughts in mind.

1. Do not keep your potential retirement plans a secret from your detailer. The further in advance, the better. When you are convinced retirement is for you, make it official and get your papers in. While we listen to you tell us you may retire, until we have your papers, we're negotiating orders. Remember, our profession as Naval Officers is unique in that a short fused retirement may not be possible, even though you are eligible in all other respects.

2. If you want to do "one more tour" then retire, we will expend all efforts to get you to that special place or job. But remember, we have to fill our billets with our people, and we may not be able to get you that job or location you desire. We don't transfer you just because you have decided to retire!

3. Please pay particular attention to when you are going into zone for the next higher grade. You are welcome to inquire about jobs at the next higher grade, but be ready to go where needed. If your name is on a promotion list and you elect to retire, you effectively have "taken a spot" from someone

else, as there is no "alternate" list. You should plan to have your retirement papers in and approved prior to the board meeting.

These are a few thoughts to keep in mind if your time is nearing for that final trip ashore. Again, I want all to "stay Navy," but these particular points have come up recently, and we felt a need to share them with you.



Great news for all the nuclear LDOs and CWOs! The nuclear LDO/CWO NOIP/AIB has been raised to \$6,000 per year! You will see this raise in your Oct. 1, 2001, AIB payment.

All the best, and smooth sailing! ☐

CDR Leo Falardeau
PERS-422
LCDR Tom Armstrong
PERS-422A

**Coming in January 2001...
The ever-popular
"Career Issue" of *Perspective***



★ Captain's Corner



It's board season again, which means extensive record review. The aviation major command selection board will convene in October, and will review screen groups 78, 79 and 80. Notice I didn't say year groups. For example, screen group 80 includes all those CAPT selects from the January 2000 board. As is frequently the case, that year group was divided for promotion purposes, thus the designation of screen, vice year group. For the new CAPTs, the process follows historical precedent. All eligible CAPTs are reviewed three times for major command. On the first "look," they are reviewed for command at sea, and command at sea as well as shore on the second "look." Third "looks" are designated major shore command only. There is ample opportunity for aviation major command, with some 45 billets at play. We are researching opportunities to identify further opportunities for major command, and I am confident we will maintain a robust command environment, perhaps even increasing the opportunities.

It is essential for all of those eligible to review their records for completeness, pictures and accurate data, especially FITREPs. A phone call asking "how does it look?" is appropriate. However, you need to remember that it's your record, not the detailer's. With some 800 CAPTs in Naval Aviation, it's a difficult task to ensure 100 percent accuracy, so we need your personal attention to your record, thus career opportunities. Each record will be individually reviewed by the PERS-43 staff before being examined by the board. Those with missing data will be contacted. All efforts are made to ensure incorporation of relevant data into the official record. However, requests for missing data are used to support the selection board, and infrequently may not be made a part of the permanent record. Review your record personally, as only you can likely provide any hard copy of missing elements. PERS-3 is the keeper of all records, and they are eager to assist with any corrections. The following fax number is provided to request Officer Summary Records (OSR) and Performance Summary Records (PSR): DSN 882-2664, Comm (901) 874-2664. Remember that they don't take verbal requests, and you should provide all pertinent data: name, SSN, contact phone number, etc.

The new and much improved ACCP is now a fact of life. It includes, for the first time, payments to CAPTs in eligible command and sea duty billets. Additionally, shore commanders in approved billets are also eligible. Response has been brisk, but there remain several who are eligible, yet have not submitted requests. If you have questions, LT Craig

Sicola is the PERS-43 expert. Contact information is on pages 46-47. Original copies are required, no E-mail or fax requests please. The ALNAV outlining the program is dated July 7, 2000. It's an extraordinary retention tool that all senior officers should understand and commit to memory, then discuss with subordinates. It is tangible evidence that flag leadership is listening to the JOs, and responding with proof of their commitment. While ACCP is a great retention device, it doesn't cover all the waterfront. We still suffer higher than desired resignations, and of particular concern are those deciding on a different career post-department head. This extremely talented, experienced and finely-honed cadre of leaders is irreplaceable. If you as senior officers command or influence this group, please spend some time with them explaining the options and assisting our efforts to retain them. As you can clearly imagine, the opportunities, rewards and satisfaction of command are best delivered personally by someone who speaks with confidence, stature and visibility. Never miss the opportunity to discuss and influence retention. It's in all of our billet descriptions.

A final note, the nuclear selection process has experienced substantial change, not only in precept but scope of selection. Nuclear qualified candidates will be reviewed and selected at the aviation major command selection board, vice the aviation command selection board. This more senior body will select candidates for nuclear training as well as deep draft command; therefore, selection for Nuclear Power Training is simultaneous selection for major command at sea. Call me for further information on this truly exceptional opportunity.

Thanks for your efforts, which continue to make our Navy the envy of the Armed Services and the pride of a grateful nation. All the best, Sodbuster. ☐

*CAPT Eric "Sodbuster" Benson
PERS-43*

★ Aviation CDR Detailer {PERS-431}



Congratulations to the 257 aviators who were selected for promotion to CDR by the FY01 promotion board. As a "CDR (Sel)" your detailing is now handled by PERS-431. We are organized by aircraft type. All tailhook types are detailed by CDR "Pokey" Keller; CDR "Dano" Lynch details all VP and VQ CDRs; and CDR Chip Dobson details all the CDR Rotary Wing Pilots. If you are more than a year from PRD, we probably don't need to be talking detailing. But, if you

haven't been in touch with us, you may want to send us a short E-mail with your current phone number and E-mail address.

Congratulations to the selects for aviation command. This is a significant career milestone, and as always, the competition is intense. Command is an awesome and rewarding experience.

The PERS-43 Web Site contains a listing of openings to work on selection and screening boards. This is a great opportunity to play a part in a meaningful and educational process, and eat some world class barbecue. Please visit the Web Site or contact us for additional information.

JPME continues to be an important part of an officer's career progression. PERS-431 has 45 openings at war colleges in FY01. If you are interested in this opportunity, please contact your detailer to discuss the requirements and options.

Lastly, we'd like to emphasize that as detailers, our job is to represent the individual in the assignment process. To effectively do that, we need to be aware of what the individual wants to do and any factors, personal or professional, that may impact your desires. We can't accommodate every request, but we can't try if we don't know about it! □

*CDR Chip Dobson
PERS-431B
CDR "Pokey" Keller
PERS-431
CDR Dan Lynch
PERS-431A
Ms Fran Stone
PERS-431C*

VF



Greetings. This is my last article before Hurl takes over, so I'd like to take a moment to express my thanks for the opportunity to serve as your detailer for the past 16 months. I won't say the work has been fun, but it has been the most challenging and rewarding job I've ever held. Everything I've learned, I've tried to pass on to you, with each contact, each phone call and each E-mail. Most importantly, I've learned that our Navy needs us. We are short on aviators, which gives us great opportunity for promotion and command, should we choose to stay in the business. Yet the need is not so great that we can dictate our own terms. Therein lies the rub. Our ultimate focus must, and always will be, on sea duty: it is the embodiment of our mission, and the Navy's commitment to our country. With that said, here is look at potential orders for various roll groups.

First Shore Orders. The good news is that everyone rolling from their first fleet tour in the next 18 months can expect flying orders to VF-101, VFA-122, TRACOM or SFTI. The hard news is that it will be difficult to go elsewhere. Specifically for pilots as of this writing, VFC-12, LSO School, VX-9, NSAWC (non-SFTI) and all PEP tours are full until mid-2002. For RIOs, ROTC, PG school or recruiting duty will not be available in that same timeframe. Again, almost everyone rolling to their first shore tour over the next 18 months can expect to go to VF-101, VFA-122, SFTI or the TRACOM. Other possibilities are Test Pilot School (TPS), VC-8 and maybe VFC-13 for pilots, and for RIOs there are a couple of openings late next year at VX-9 China Lake and NSAWC, and one at VFA-125. And as is the case in the detailing business, there will be exceptions to the rule, but expect them to be few and far between. Why the narrow focus? Our community manning in YGs 93-95 (rolling to shore duty in the next year and a half) is such that we have just enough officers to fill the community and aviation specific billets – our manning priorities – and nothing further, over the next 18 months. Every aviator diverted from those priorities is one less person to share the workload at those commands, which are critical to keeping the fleet manned downrange with qualified aviators.

Second Sea Orders. If you have at least a year available for sea duty prior to your department head tour (rule of thumb is to start DH in your 11th year), anticipate a second sea tour. SFTIs can expect two-year squadron orders. Non-SFTIs may go one of three places: a carrier (as TAO, asst strike, asst air ops or shooter), an air wing staff or a flag staff (CCG or CCDG). Either route, SFTI or non-SFTI, can be equally competitive toward promotion and command, and in fact the non-SFTI who does well in a carrier billet will get more recognition than the SFTI who breaks out in a squadron, all else being equal.

Post-second Sea Orders. If you have time before DH (again, rule of thumb is YG+11 to start DH), this tour is a chance to step out of the cockpit for a year or so and do something different. War college (either Air Force, Army or Marine Corps) is a good option. Also consider fellowships, internships or serving as an admiral's aide. Do not expect to go back to 101, 122 or SWATS if you've already done a tour at one of those places. This tour is also a good opportunity to get a graduate degree in your spare time at the school of your choice, which the Navy will fully fund through the Graduate Education Voucher program.

Department Head. The importance of a DH tour cannot be overstated, since it is the tour that counts the most toward O5 and command screen. Just about everyone YG93 and junior can expect an operational DH tour. Those who don't do one can expect to go to the TRACOM, a TACRON, VC-6, VC-8 or similar as a special mission DH.

Post-Department Head. If you haven't stepped out of the cockpit up to this point in your career, this is the time to do

so. A competitive route is Naval War College to a joint job, or straight to a joint job, which are located all over the map - D.C., Norfolk, Colorado Springs, Europe and Hawaii, to name a few of the places. Post-DH flying jobs in the community are highly competitive and few in number, although the training command remains an option, since it will be in need of instructors for the foreseeable future.

That about wraps it up. If you ever have the chance to visit Millington, I strongly encourage you to do so, and get a first-hand look at the detailing process and issues involved, as well as sample some of the best BBQ anywhere. With that, I turn the lead over to Hurl, and look forward to seeing you back in the fleet! □

LCDR Eric "Hammer" Phipps
PERS-432G

VFA



Greetings from Tennessee! This issue of *Perspective* has no theme, so I thought I would take the opportunity to discuss the detailing process as it applies to each of the career milestones.

First Shore Tour. The first interaction with the detailer you junior officers have is during your first operational tour in the fleet as you prepare to roll to shore duty. A year prior to your projected rotation date, you should initiate the process by calling or E-mailing me to touch base. If you have a preference list, you can pass it at that time. Otherwise, I typically advise on what options are available. The most popular orders are Personnel Exchange Program (PEP), Test Pilot School (TPS) and SFTI. Right behind those are the FRSSs. We also have requirements to fill billets at NSAWC, VX-9 and the training command. Eventually, you need to decide what your priorities are, and give me a preference list of about four to five options. As we approach six months from PRD, we start looking at all the folks rolling within a couple months of each other and compare that to what billets we have available at that time. These individuals compete with each other for those billets. Primary consideration is given to performance (FITREP breakouts) but qualifications, community manning, command requirements and various other factors weigh in. The most important thing you can do is to make sure that I have an accurate preference list, since decisions will be made from that. Hopefully, by about four months out, we can get some written orders out.

Second Sea Tour. Qualifications play big when it comes time for second sea. SFTIs will go back to the fleet for their training officer tours, and LSOs can compete for CAG paddles jobs. If flying is a priority, and an individual does not have one of these quals, they can request a CAG STKOPS

billet. I expect those and the paddles jobs to become increasingly more competitive as more people roll to second sea. If these opportunities are not available, you will go to a carrier billet. While going to be a shooter gets the most attention, there is also ANAV, ASTK, assistant AIROPS and TAO. If it looks like the ship is going to be in your future, I recommend you work with me early so we can negotiate the location and billet of your choice.

Department Head Tour. Things have changed quite a bit over the last two years with DH orders. We used to have the luxury of having a "bullpen" of folks waiting to start their tour, which gave a lot of flexibility to both the individual and the commands. Now we have just enough to fill the holes, which means we have lost that flexibility and now are manning by priorities. While we still take preferences from both the individual and the command, it is becoming much more difficult to honor them.

Post-Department Head Tour. There are a variety of options after a department head tour, so it depends on the direction that you want to proceed with your career. War college is still very popular, with the choices being Navy, Air Force or Army. There is also still a lot of interest in joint duty. There are numerous joint billets both here in the States and abroad. I typically look at which locations interest you, and go from there. Although there are a limited number of billets available, staying in the cockpit is an option as well. We still have to be careful about homesteading though, and the perception it can give a selection board. We are even offering TRACOM orders to post-DHs now as T-Notch manning shortages take effect on the shore commands.

So that's where we stand these days with Hornet assignments. Please be sure to contact me one year out from PRD, so we can initiate the detailing process and then follow up as required. I can't get you what you want if you are not talking to me! When this hits the fleet, Spot and I will be in the middle of board season. While I do my best to answer the phone and respond to E-mail/voice mail promptly, this is a very busy time for us, so we ask for your patience. Fly safe and have fun! □

LCDR Patrick "Sparky" Lefere
PERS-432F

VAQ/VAM



It is truly an exciting time to be a part of the Prowler community! With the arrival of long-awaited aircraft upgrades (NVDs, UEU, Block 89A to name a few) and the resumption of low levels and BFMC hops, the flying is better than it has been for years. And we're a growth industry, with VAQ-143 slated to come on line in the next few years. I see the demand for the Prowler translated into

daily requests for EA-6B NFOs and pilots to fill positions in commands around the world. I also see the prominence of the Prowler community reflected in recent promotion and screen board results. We will soon have a Prowler flag officer and CAG for the first time in many years. The community also did very well on the recent O5 line board, with our pilots and NFOs beating the Navy selection average by 10 percent. The picture today is bright, and the future is brighter still. So, there is definitely a viable long-term career path for those with well-rounded records and strong FITREPs. Talk to me, and we can chart out that path for you. The community and the Navy really need you!

Solid communication is the key to getting the most from your hard-working detailer. Frequently, I run into significant delays attempting to contact individuals, especially if you are on deployment or assigned to a somewhat obscure geographic location. Please stay in contact with me after you transfer or go on deployment. Don't wait until you're up for orders. A simple E-mail saying "This is how you can get ahold of me," will allow me to reach you if a "good deal" comes along, or if I need information for promotion/selection boards. On another note, often I offer one or more jobs to an individual, who then doesn't contact me again for weeks (or months). The person then expresses dismay when I say the job(s) has been filled. The lesson is that I usually offer a particular job to many people (unless I say I'm holding a job for you), so if you're not continually in touch with me, chances are someone else will get the job.

The CNO has released the message (NAVADMIN 172/00, available on the BUPERS Web Site under "Messages") explaining the modifications made to the existing Aviation Career Continuation Pay (ACCP) Program. Most of you are probably familiar with the basics by the time you read this, but if not, take a hard look at the NAVADMIN, and then call me with any questions. I think you will agree that the "new" bonus is another step in the right direction toward retaining our best and brightest.

Some Specifics For The Next Year or so

First squadron tour. Due to personnel shortages in the T-notch year groups (93-95), we need people to transfer to shore duty on time to man production sources (TRACOM, FRS, etc...). Keeping an aviator in a fleet squadron beyond PRD hurts our ability to fill shore duty billets, and therefore will only be approved if needed for a deployment or other significant operational milestone. So, plan on leaving on time. Extensions solely for the purpose of getting another competitive FITREP will rarely be approved.

First shore tour. As mentioned above, the emphasis on manning production sources will continue for the next few years. I have numerous Whidbey billets for pilots and NFOs to fill at the FRS, EAWS, AVEWS and Wing. Non-Whidbey billets are primarily at the TRACOM (especially for pilots), VX-9 and NSAWC. If you want to go elsewhere, you need to have a very strong record and timing on your side.

Second sea tour. Recent promotion boards have put tremendous weight on CV/N tours due in large part to the big competitive groupings for FITREPs. Every aviation community is required to provide aviators for carriers, and VAQ is no exception. By starting the detailing process at least one year out, you greatly increase your chances of getting the home port and job of your choice. VAQ also fills EWO jobs on battle group staffs, and timing will determine whether these will be filled instead of carrier billets. Super-JO tours are rapidly going away, and will only be available in rare situations, if at all. CAG LSO billets are typically available for those with the proper quals.

Department head tour. We strive to always get O4s back on time for the DH tour. If you have any doubt about your timing, call me and I'll confirm it. Normally, we can get an existing tour cut short to get you back on time, but this process can take a while, so be proactive and contact me early on.

Post-department head tour. Many senior pilots have expressed a concern about a lack of flying tours after department head. The Bureau has a policy termed "Twilight Twenty," which will guarantee a final flying tour prior to retiring, most likely at the TRACOM. The standard sea-shore rotation still applies, so you need to manage your career timing and be eligible for shore duty on your final tour. The intent is to have pilots walk out the door with all the currency required for the civilian world. Call me for details. For other post-DH jobs, the priorities are JCS, joint and JPME.

Keep the calls and E-mails coming. Fly safe! ☐

*LCDR Paul "Scrappy" Mckeon
PERS-432K*

HELO (Sea) / HELO (Shore)



Shore. Fly, Fly, Fly. Hopefully, as young aviators coming off of your first sea tours, that is what all of you are thinking. Whether it is FRS, HT, VT or Station SAR, we have billets available for you to fly, and because we need you in one of these billets, we hope it is what you are looking to do. Obviously, needs of the Navy and billet availability will always play a large role in where we can detail you, but if you want a flying billet, we can get one for you.

As I settle into the job as the Initial Shore Detailer, I would advise all of you to E-mail or call me with your preferences at least 9-12 months in advance. Everyone knows timing is everything, so the best way to ensure your timing works is for you to let your desires be known early. In the short time I have been here, I have detailed quite a few people simply

because they had their name in for a specific job, were able to get the billet and they wanted the job once it became available. Getting your preferences to me early will give me the necessary time to work with you, and hopefully get you something that will satisfy both your desires as well as meeting the critical needs of the Navy.

Don't hesitate to contact me to discuss job options, your orders or for career advice. I look forward to talking to all of you in the very near future. □

*LCDR Dana "Doc" Gordon
PERS-432D*

Sea. Your department head tour is the single most important tour in your naval career. Therefore, your community leadership works extremely hard at balancing the needs of the Navy, career progression and your desires while making the department head slate. Your community detailers and placement officers work directly with you and the commodores on the department head slate, and your active participation is required. Timing into your department head tour is extremely important and is based on you having enough time to compete for at least 24 months as a department head. For YG92 and below, you should be in your department head tour by October of your eleventh year of naval service. For those of you who were selected to LCDR on this board, you should be looking at getting to your squadron by October of 2002. Please work with your detailee and commands early so we can all work toward what is best for you, the Navy and your career.

For those of you who are senior LCDRs, we need to look at your career timing in the out years. If you are finishing your post department head tour, the needs of the Navy are for you to return to sea duty, though your desires may be for another shore duty assignment. Most people roll from the department head tour at year 14 for three years of shore duty. Following this is a two-year sea tour, which then allows for only a one-year shore tour before retirement. We recommend that you contact us early, and we will try to work you toward a two-year sea tour followed by a two-year shore tour prior to retirement. This might have you rolling after two years in your post department head tour, but allows you to settle on shore duty after getting you through a training pipeline for a twilight flying tour. □

*LCDR Bob "L+10" Laubengayer
PERS-432H*

"Army! Air Force! Navy! Marines!" This is not a retro 80's commercial, but a reminder to all LCDRs of the great opportunity afforded to each of us to attend a domestic service college. Army War College, Air Command and Staff,

College of Naval Command and Staff and USMC Command and Staff. Attendance at one of these institutions will significantly enhance your professional military career, and will allow the chance to recharge your battery before or after your department head tour.

Besides a uniquely designed 12-month curriculum emphasizing the science and art of war, all colleges provide Joint Professional Military Education Phase I credit and are fully accredited masters programs, or will be soon.

Eligibility requirement is selection as LCDR, and in most cases, wearing the rank prior to entry into the program. Quotas are limited, and superior perfor-

mance and timing will be key to your success in acquiring one of these highly coveted billets. Army starts in June, Air Force and Marine Corps in August and Navy starts three different classes in March, August and November. If you have any questions, give me a call or checkout LT Jake Garcia's PERS-440C Web Site.

For you post department heads interested in staying in the cockpit, we have great opportunities in the training command and around the world to keep you flying. Obviously, it is a big career decision, but if you are interested, give me a call and we can look at options. Navy life...getting better every day! □

*CDR(sel) Bob "Linus" Lineberry
PERS-432Q*

VAW/VRC



No theme for this issue, so I thought I would take a moment to provide some more of Snapper's wisdom. I see my chief responsibility as providing some level of "career management." What I mean by this, is that I need to keep you on/close to the aviation (VAW/VRC) career path. Your understanding of this career path is essential. Remember though, for any path, there is a living, breathing exception to the rule.

1. Your first tour after the FRS is 36 months. Some guys do more, very few do less. It depends on the squadron manning and deployment schedule. For many of you, this may be your one and only "operational" tour before your LCDR board. Make it count. EP is the goal. "What if I leave with an MP Snapper?" You need to seriously consider your next tour. You need to go to a place with numbers and compete!

2. Initial shore tour is 30 months. Staying competitive is highly recommended. If you do go to a job with small (or no) numbers of officers to compete against, you need to look hard at Number 1 above. In other words, if you left your first tour with an MP, don't choose a non-competitive job as your next tour. Do your graduate education or whatever after your DH tour. From the community standpoint, the FRS, NSAWC and TRACOM are the priorities here. There are other possibilities, just remember the "big three" have to be manned.

3. Second Sea tour is 24 months. This tour is timing dependent. May be adjusted to accommodate your timing for department head. Ship, staffs and overseas are some of the possibilities here. Ships will continue to receive the priority in the manning game. The boat provides you with a real opportunity to excel in big numbers and be a leader of some pretty large divisions. DH timing should be discussed with your detailee at this point. Typically, at your YG+11 (normally about a year after you get paid for LCDR) you need to be headed back to the RAG for a requal and toward your DH tour.

4. Your Department Head tour is 30 months. What do you want out of this tour? A number one or number two EP is what you need to compete at the O5 selection board. Your front office is much more qualified than I am to discuss the command screen board criteria with you. Historically, a number one EP (four months or more is optimal) gets you invited to the dance. Whether you actually dance or not depends on many factors. Remember, the command screen board looks at your entire record. Once again, I don't write the book on this stuff. These are my "observations" over the past year and a half.

5. Post-Department Head tour is typically 36 months. Lots of guys go to war college followed by a joint tour. For many, it may be the time to get "out of the community" and broaden your resume. FRS and wing remain valid community fills as well, especially for guys who haven't gotten the RAG or wing checks in the block previously.

This list is not all there is; just my attempt to get you thinking about these things. Once again, there are exceptions to all of the above. By the time this article hits the streets, I should be updating my "turnover binder" for LCDR Russ McLachlan. Russ is coming off his DH tour at VAW-124. If you guys have any questions, give me a call or drop me an E-mail. Take care out there. □

*LCDR Mark "Snapper" Jackson
PERS-432E*



As this issue hits the fleet, the aviation CDR command screen and the LCDR promotion board results should have been released. Congratulations to all of the new selectees. For those of you up for a board next year, a large part of selection is ensuring that your record is correct and up to date. Please take a moment to order your Officer Summary Record and scrub your data for omissions or errors. Please check the VP Sea Detailee Web Site (<http://www.bupers.navy.mil/pers43/dorrans.htm>) for information on how to interpret your OSR. OSR ordering and record corrections may be addressed to PERS-311, whose Web Site (<http://www.bupers.navy.mil/selectbd/index.html>) contains various points of contact.

Naval Aviation and Navy Personnel Command are addressing some of the most significant manpower shortages in history. As the number of officers available for orders shrinks, both LT Westerkom and I are focusing VP junior officers into billets as dictated by NPC's current policy. The highest priority as set forth by the "T-Notch" manpower plan is sea duty. We will support any UIC who is in a deploying status. The highest priority will be a command that is currently deployed or going on deployment within one year. If you are up for shore duty, the highest priority will be production sources, such as FRS, TRACOM, Wing and TSC billets.

We write these articles three months before they are published, and can't attach a list of "priority billets." However, over the time I've been the sea detailee, there have been high priority Shooter and TAO billets available at each of the carrier home ports, with the exception of Mayport, Fla. If you are interested in a billet on USS JOHN F. KENNEDY (CV 67), I recommend calling more than a year from PRD, as these are very popular. Currently, I can get a billet at any other site (Japan, San Diego, Everett, Bremerton or Norfolk).

Another popular option for disassociated sea duty is VPU-1 or VPU-2. From an assignment perspective, these jobs are equal in priority to the carriers, but there are fewer total numbers of billets. Thus, the few slots I have tend to be filled fairly quickly. If you are interested in doing a flying sea tour, I also recommend calling more than one year from PRD.

For those post-Department Heads up for shore duty, the priority will continue to be the traditional community jobs at CPRFL/P, CPRW, OPNAV and NAVAIR. Postgraduate education at the service war colleges and follow-on joint tours as always remain a priority within the Navy. Additionally, as "T-Notch" YGs begin receiving their first shore tour orders, post-DH pilots and NFOs will have an opportunity to go back and instruct in the training commands if desired.

Lastly, as I write this, LCDR Kevin King is having his household goods packed up and will get on the road headed for Jacksonville, Fla., with a follow-on assignment to PATROL SQUADRON 8 in Brunswick, Maine. I'd like to extend my personal thanks for all of the help and sage guidance he provided over the past year here in the PERS-43 shop. Cheers! ☐

LT Craig Dorrans
PERS-432P
LT Andy Westerkom
PERS-432I



First, I appreciate the warm welcome I received since arriving here in May of this year. Everybody has been supportive, and I appreciate your patience as I continue to climb the learning curve to get up to speed. That said, I'd like to thank CDR "Opie" Taylor for the outstanding job he did as our detailer. He took care of both the EP-3 and the TACAMO communities, and kept us all on track. CDR Taylor will continue to serve as the VQ Placement Officer before setting off on his command track. So, thanks and best of luck! Since this is my first opportunity to address you in the *Perspective* venue, I would like to share some observations I have made over the last five months.

Detailing. The priorities of detailing have not changed or been revamped since inception many years ago. We continue to detail based on the needs of the Navy, career needs of the individual and the desires of the individual--in that order. This is an important process, and it is important both of us recognize these priorities. There are always successes when all three come together, and this example makes the process easy. But when billets are not available or timing is not right, the process becomes more difficult, requiring understanding on both our parts. I will continue to listen and be candid with my recommendations and realities of the situation, to include career progression, but you must also be prepared to accept your second or third choice or be receptive to other options not previously considered. Again, I will do whatever I can to get you what you want, I only ask that you remain open minded and flexible as you negotiate orders.

Stay or Go? Retention has become a very hot topic over the last few years, from ready rooms to Flag staffs. In just over five months on board, I have processed the resignation requests of some talented and impressive young officers. While some of these individuals never intended to make the Navy a career, most were open minded about the future, eventually opting for civilian life rather than continuing their career progression. Obviously the growing job market has

had a lot to do with this, and all indications are that this trend will continue. But most people I have talked to who decided to stay Navy cite the challenges, job satisfaction and comraderie associated with Naval service. As I look back on my career to date, I can honestly say the most rewarding jobs were also some of the toughest. So, when you start looking out at your next set of orders, look for orders that will continue to challenge you while keeping you competitive. There are certainly plenty of opportunities out there in today's Navy.

I look forward to working with you all. Fly Safe. ☐

LCDR Chuck "Chocko" Baker
PERS-432U



Greetings Vikings! On May 1, 2000, I turned over with PT, and as I write this, I have been your detailer for over two months. Thanks, PT, for the great turnover and have fun back in the fleet! Before reporting to NPC, I was the Aide for Commander, THIRD Fleet. I completed FRS training at VS-27, did a fleet tour with the Fighting Redtails of VS-21, and flew as an instructor with VS-41. Since reporting here, I have learned that humidity in Millington is high and that my wife wishes that NPC were in San Diego.

Getting orders is an easy process; all you have to do is call, E-mail or visit me in person. At a minimum, please initiate contact NLT one year from your PRD, and give me an idea of what you want to do next. I have started a spreadsheet listing everyone's priorities. Occasionally, jobs become available unexpectedly and, if I have a list of your preferences, I may be able to get your top choice. Ideally, we should begin negotiating your next set of orders 9-12 months from your PRD, which ensures a wide selection of opportunities. Expect to receive written orders NLT four months prior to detaching.

I have been putting some items on the Viking detailers Web Site (<http://www.bupers.navy.mil> - look in the detailers section). If you are having a great time in your job and would like to pass the gouge on to other Vikings, send me an E-mail and I will post it. I hope to have an online preference sheet available from my Web Site by the time this article goes to press.

Vikings in YG90. Send me your preferences (you can do it from my Web Site). If you have a specific squadron choice, let me know which one and why. At the minimum, I need your priorities (East Coast, West Coast, Japan). FYI, expect to be in your DH tour NLT October 2002.

Many of you have mentioned postgraduate education interests. Please consider the GEV program as defined by NAVADMIN 015/00. This program will provide you with up to \$40,000 for two years of off-duty graduate education. Check with your admin department!

The training command needs LCDRs! If you have the desire to continue flying after your operational department head tour, give me a call. Also, if you are a LCDR rolling to sea this year, I can write a follow-on VT squadron tour into your orders to sea.

Please consider a visit to Millington. You can take a look at your record and see the detailing process at work. I'll even take you out for BBQ and give you a tour of Graceland! ☐



*LCDR Doug "Shoe" Walker
PERS-432S*

Mustangs



Well, a lot has come to pass since our last article. We have received authorization that changed the NAMTRAGRUDET OIC billets at Jacksonville, Norfolk, Oceana, North Island and Whidbey Island to LDO commanding officer billets. You read it right, "Aviation LDO Commanding Officers." This will give us a total of seven command opportunities, one of which (Naval Air Weapons Maintenance Unit One) is considered command at sea. Accordingly, the first aviation LDO command screen board will be held this fall and will become an annual event. These are O5 billets, and all aviation LDO designators will be considered for command opportunity. Every LDO's goal should be to become a commanding officer at one of these commands.

Let's talk promotion boards for a minute. Prior to every selection board, the eligible officers' electronic files are saved into a database. This database is used exclusively by the selection board and its members (so the data you may have sent the week prior is not visible). When the board recorders arrive here in Millington and start the record review process, any information that is unreadable or missing is reported as an error. These errors automatically cause some things to happen, one of which, is a list of these discrepancies is forwarded to the representative detailer. We in turn make every attempt to notify the individual of the

discrepancy. Once the individual has been notified, it's his or her responsibility to ensure the information is provided to the selection board. This is always time sensitive. We in the detailer shop will do everything possible to assist in

getting this information to the selection board. However, if you feel that you've already provided this information and don't want to send it again, that's fine; it's up to you. Just a reminder that we (detailers) have no way of checking what the selection board has or doesn't have, the officer promotion section, PERS-85, has this responsibility.

If you're interested in sitting on a selection board, send an E-mail to your detailer with the following information: full name, rank, DOR, SSN, phone number (Comm and DSN),

FAX number and addresses (work/home). Include which board you desire if you have a preference, and we'll contact you if you're needed. This is a great opportunity to see first hand how the system works, and I'll guarantee that it'll be an experience you won't forget.

By now, each of you should have received the new aviation LDO/CWO directory. If you haven't received yours, please contact Ms. Mindy Weeden at **p432v@persnet.navy.mil**, and she'll get you one in the mail. This will last until copies run out. Also, be sure to send her a command patch to add to her collection.

Until next time, "keep it safe out there," and hope to see you in the Fleet! ☐

*CDR Gary P. Ranno
PERS-432L
LCDR Kris B. Hancock
PERS-432M*

BUPERS Access...on the Web and better than ever

Did you know that you can submit duty preferences online, and command reps have access to personnel information for their entire UIC(s)? This powerful tool displays up-to-date status of gains and rollers, SRB, advancements, selection boards, retirement and much more.

Visit BUPERS Access today via the NPC Web Site at **<http://www.bupers.navy.mil>**, and select the "BUPERS Access" hot button from the menu.

Restricted Line, Staff Corps, TAR

★ Engineering Duty {PERS-445}

DSN 882-3994/3294

Comm (901) 874-3994/3294

Fax: DSN 882-2677, (901) 874-2677

Web Site:

<http://www.bupers.navy.mil/edo>

★ Aerospace Engineering & Maintenance Duty {PERS-446}

DSN 882-4108, Comm (901) 874-4108;

Fax: (901) 874-2632

AMDO Picture

FY01 Job Slate. We are continuing our work on the FY01 slate. In addition to all the conventional jobs at the larger activities, we have a number of great jobs in some lesser-known locations. We have jobs available in 2001 in Los Angeles, Calif., Philadelphia, Pa., Newport, R.I., Moorestown, N.J., St. Louis, Mo., Omaha, Neb., Singapore, Sasebo, Wallops Island, Va., and Millington, Tenn., to name a few. We also have a number of jobs opening up at USNA in Annapolis, Md., this year. The job slate is available on the Web Site, and includes all incumbent PRDs. If you have a PRD in 2001, look there to start your job search.

Reserve Recall. Do you know someone who has recently left active duty and entered the reserves? We have several billets each year for reserve recall that may interest them. We look primarily for officers who have recently left active duty and who can return and be competitive for advancement. The PERS-812 Web Site at <http://www.bupers.navy.mil> can answer most recall questions. The detailers are also available to answer questions.

OCS ED Option Program. Do you know a friend or relative in college who is interested in an engineering career in the Navy? We have recently opened up the OCS ED Option program, and it may be just the ticket. Officers enter the Navy as a URL and go to sea for a qualification tour. After successfully completing the sea tour, candidates have the option of converting to ED similar to the ROTC/USNA Option program. For more information, refer candidates to the ED detailers.

Selection Board Preparation. Now is the time to be preparing your record if you are in-zone for this year's selection boards. You are responsible for the completeness and accuracy of your official record. You should order your microfiche from PERS-313 and review it now. Your detailing shop will be glad to help put you in touch with the right folks to fix problems, but remember it takes time. Please plan accordingly. □

New AMDOs. Two distinct and separate processes feed the growth and future of the AMDO community; (1) the lateral transfer/redesignation board and (2) OCS applications.

The lateral transfer/redesignation board meets twice annually, in October and April. All applicants need to review MILPERSMAN articles 1131-020, 1212-010, 1212-030 and 1426-010 to ensure that current eligibility requirements and application procedures are understood.

OCS applicants come from the enlisted aviation maintenance community and bring unique expertise that is essential to the operational readiness of Naval aviation. Encouraging these talented members of our maintenance activities to apply for a commission in the Navy will fuel the continued growth of our community. Details on OCS are in OPNAVINST 1120.2C, with updates and information in NAVADMIN 161/00.

Future Assignment? Looking for a challenging and rewarding tour? Does it meet a career milestone for you and at the same time allow you to be in charge? The following tours are available in the spring/summer of 2001, and may be right for you. Each is unique in the responsibilities assigned, and provides a different outlook on aviation maintenance. Timing and combinations of tours are the critical elements. No two career paths are exactly alike. Performance will continue to be a weighted factor in promotions. Contact the detailer if you're interested.

Assignment	Paygrade	Available
AIMD Officer, Diego Garcia	O3/O4	March 01
Maintenance Officer, TAFT Kuwait	O4	July 01
OIC SFWP Det, El Centro, Calif.	O3/O4	August 01

Promotion Zones and Boards. The promotion zones for FY02 will be defined in a NAVADMIN to be released in December 2000. If you anticipate being above/in/below zone for FY02 (board will be held in Jan.-June 01), you should order your microfiche and PSR/OSR, and review your record now.

New AMDO Detailing/Community Management Team.

Welcome to CDR Tom Glass (detailee in July 2000) and LCDR Fred Hepler (community manager in October 2000).

CDR Glass joins the NPC team after completing a successful tour as the AIMD Officer on board USS HARRY S. TRUMAN (CVN 75). His previous assignments include VA-115 / AIMD Oceana / CNAL staff and Production Control Officer, USS THEODORE ROOSEVELT (CVN 71). He assumed the detailing duties mid-July 2000, and has talked with many of you these past couple of months.

LCDR Hepler brings a wealth of experience that will play a significant role in the leadership of the community. His most recent tour prior to checking into NAVAIR was as AIMDO on USS PELELIEU (LHA 5). Additional tours include CNAP staff/AIMD USS CARL VINSON/AIMD Moffett and AIMD USS ENTERPRISE (CVN 65). Your continued outstanding support of the AMDO detailee and community manager is greatly appreciated. □

AEDO Picture

Future. Addressing the future head-on, we continue to assess the many exciting opportunities on the horizon. As the battlefield environment adjusts to one that is network-centric and includes increased participation in space based systems, UAVs, Tactical Tomahawk and continued participation of existing and new aircraft and weapon systems, our community must continue to re-assess our billet base. We are currently reallocating three billets: one to the Naval Warfare Development Center in Newport, R.I., to support network centric warfare; another to the Naval Research Lab ADDU from AIR 4.0 supporting UCAV; and a third to Wright-Patterson AFB supporting UAVs. If you are interested or just curious, please contact me as soon as possible, as these are all priority fill billets.

Retirements. The AEDO community has recently experienced a significant number of retirements at the O5 and O6 levels. The Bureau policy for notification of a voluntary request for retirement is 9-12 months prior to desired separation date, and at a minimum will need to be submitted no later than six months prior to PRD. Currently waivers for Naval Postgraduate School payback will be denied. Time-on-Station (TOS) and Minimum Activity Tour (MAT) waivers are addressed case-by-case.

Record Review. "Just do it." Are you up for promotion next year? Now is the time to ensure that your record is complete and ready for consideration for your next career milestone. It is absolutely crucial that your record as maintained by the Bureau has a complete and accurate log of your FITREPs, that your photograph is current, your PSR (Performance Summary Record), microfiche and ODC

(Officer Data Card) are all current and include all the medals, awards and other correspondence that accurately reflect your career. Although they will be reviewed by the Bureau just prior to the board, you are the best person to ensure that your record is complete and accurate. Additionally, you may not have sufficient time to make the appropriate corrections if you wait too long.

Web Site. Check for changes and updates to our AEDO Web Site maintained by CDR Joe Welch at the Naval Postgraduate School (<http://web.nps.navy.mil/~aedo/aedo.htm>) Also, keep an eye on our PERS-446 Web Site, which is currently under construction, but expected to be up and running in the next month or two.

Resume and Orders. Although not required, the process is much easier if your resume is current and available to me, your detailee. In general, your resume is one of the first requests of a "B" code or PMA prior to acceptance into a new billet. Additionally, if you have changed your telephone number or E-mail address, please let me know. My contact information is in the directory on pages 46-47. I realize that it can often be challenging to reach me given the number and frequency of calls and E-mail. I also realize that your orders and future career path are of the highest priority to you. Please believe that they are also of the highest priority to me as well, and I will get back to each of you as soon as possible. I have now been the detailee for over a year, and I continue to look forward to the opportunities to work with each of you. □

★ Public Affairs {PERS-448}

DSN 882-4023, Comm (901) 874-4023; Fax: (901) 874-2676



Now is the Time to Prepare for FY02 Selection Boards.

With the first of the FY02 promotion boards scheduled to convene shortly after the first of the year, now is the time to begin preparations to ensure your record is up-to-date and complete. Ordering your microfiche and your OSR/PSR is easy to do, and equally easy to put off for tomorrow. Don't delay — order today! The BUPERS Web Site has a comprehensive and informative page on selection board preparation. Visit <http://www.bupers.navy.mil/selectbd/sbprep.html>.

On a related note, service on a Navy selection board is one of the most important jobs an officer can do for his or her community. Not only do board members and recorders help shape the future of the Navy, service on a board is also a tremendous learning experience.

Board members, those who participate in the actual voting, are charged with the crucial tasks of briefing other voting members on the public affairs community mission, the career path of a PAO and the records of the officers under consideration for promotion. They also vote on individual records.

While the work of a board recorder is largely administrative in nature, such duty provides a wealth of experience and insight into the workings of the selection board process. Recorders work closely with the board members to ensure completeness and accuracy of records, and perform a wide variety of administrative duties.

All PAOs should take advantage of the opportunity to serve on a selection board, for the good of their community and for their own professional development. Interested officers are encouraged to contact the detailers to discuss opportunities.

Join the Public Affairs Team. The Public Affairs community is looking for high quality naval officers who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you.

With a 165X Special Duty (Public Affairs) designator, you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on the issues affecting their careers and families.

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in mid-April 2001, with applications due to PERS-811 75 days prior to the board convening date. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. Contact information for the detailers, PERS-448B, is available in the directory on pages 46-47. □

Perspective On-line

Perspective is on-line, and can be accessed on the NPC/BUPERS Web Site (<http://www.bupers.navy.mil/periodicals>). Archived issues back to Jan-Feb 1998 are also available on the Site. □

★ METOC {PERS-449}



DSN 882-4109/4110, Comm (901) 874-4109/4110; Fax: (901) 874-2711

Joint Duty/Education and the METOC community. Joint duty experience has always been an important part of a Naval officer's professional development. Although joint duty is not required to obtain flag rank in the METOC community (we are under the science and technology waiver for joint requirements), we continue to operate in an ever-increasing joint environment, as the Armed Forces of the United States become leaner and more efficient. Inter-service work and development will continue to be pushed from the higher levels of our government. Joint education and experience should be a goal for all METOC officers.

The METOC community currently has 20 joint-coded billets. All billets are currently coded JD1 and provide joint credit over a three year period. JD1 billets do not require an officer to be designated as a Joint Service Officer (JSO) prior to fill. Our joint duty is available worldwide. There are currently four O6 joint billets: OSD (DC), HQ NIMA (DC), SACLANT (Norfolk) and the NATO Military Committee (Brussels - rotational). There are nine O5 joint billets: USCINCPAC (Hawaii), JCS (DC), HQ NIMA (DC - three billets), Defense Mapping School (DC), USSTRATCOM (Nebraska), JFCOM (Norfolk) and the SACLANT ASW Research Center (La Spezia). There are seven O4 joint billets: USCINCEUR (Stuttgart), USCINCCENT (Tampa), USSPACECOM (Colorado), USSTRATCOM (Nebraska - two billets), USTRANSCOM (Illinois) and AF South (Naples).

For those officers desiring JSO designation, three steps are required: Joint Professional Military Education (JPME phase I and II), completion of a three-year joint tour and formal board selection. JPME is available through several methods. Based on our joint billet requirements, the METOC community is allotted three annual war college quotas. Two senior (O5) quotas are available; one at National Defense University (NDU) in Washington, D.C., and one at Naval War College in Newport, R.I. The junior (O4) quota is available at the Naval War College. Additionally, many officers fulfill JPME requirements through correspondence and seminar programs. NDU satisfies both Phase I and II requirements; other programs only satisfy Phase I. Those officers requiring Phase II education through the Armed Forces Staff College (Norfolk) will normally be assigned to the college enroute to their joint tour, or will be sent from their joint command after arrival.

For more joint information, check out <http://www.bupers.navy.mil/pers45j>, or <http://www.bupers.navy.mil/pers440>. Please call or E-mail us at any time to discuss options available to you.

Promotions. Congratulations to VADM Paul Gaffney on his recent selection to the three-star rank and his assignment as President of the National Defense University in Washington, D.C.

Congratulations to RADM(Sel) Tom Donaldson on his selection to flag rank and his future assignment to Commander, Naval Meteorology and Oceanography Command.

Congratulations to our newest CDRs selected for promotion in FY01: CDR(Sel) Eric Westreich, CDR(Sel) Sue Greer, CDR(Sel) Jim Hart, CDR(Sel) Andy Kraft, CDR(Sel) Jim Pettigrew, CDR(Sel) Rebecca Stone, CDR(Sel) Steve Rutherford, CDR(Sel) Grant Cooper, CDR(Sel) Emil Petruncio, CDR(Sel) Jay Colucci, CDR(Sel) Bill Schulz, CDR(Sel) John Kusters, CDR(Sel) Scott Steadley, CDR(Sel) Jim Berdeguez and CDR(Sel) Cory Springer. Well done to all.

Welcome to our newest METOC officers. Please welcome the following officers to our ranks: LT Mark Butler, LT Jerel Johnson, LTJG Jason Kedzierski, LTJG Erica Museler, LTJG Joe Schorp, LTJG Sandy Sifuentes, ENS Christi Snedegar, ENS Robin Cherrett, ENS Brandon McWilliams, ENS Jason Gipson and ENS Matthew Henigin. We all look forward to serving with you in the years ahead.

Lateral Transfer. We continue to look for professional, warfare qualified officers for lateral transfer into our community. Warfare qualified officers (LT and below) currently on active duty interested in becoming a METOC officer may apply via the lateral transfer/redesignation process in accordance with MILPERSMAN Article 1212-010, which is available at <http://www.bupers.navy.mil/cdrom/>. Selection for redesignation is accomplished through the lateral transfer/redesignation board held twice a year in April and October. We are looking for top performing officers from all warfare communities who possess the following academic background:

- Science-oriented baccalaureate degree from an accredited college or university (Meteorology or Oceanography degrees preferred but not required).
- Minimum 2.2 overall GPA.
- Minimum C+ averages in undergraduate level calculus series.
- Minimum C+ averages in undergraduate level calculus-based physics series.

We are seeking at least 12 officers from the fleet to join our ranks this fiscal year. Competition for these slots is tough, and the board, consisting of one to two senior METOC officers, is very selective. Individuals considering lateral transfer are encouraged to contact us by phone or E-mail at any time to determine eligibility and availability of quotas for upcoming boards. Lateral transfer packages must be

into PERS-811 NLT 60 days prior to the board. Applicants can visit the PERS-811 Web Site (<http://www.bupers.navy.mil/pers8/p81/p811/pers-811.htm#trsb>) for the most up-to-date information on the current status of lateral transfer/redesignation boards. Officers selected for redesignation must agree to serve on active duty at least two years from the date of designator change. If you are interested, please give us a call, talk to the METOC officer on your ship or on your Battle Group Staff, or contact the local METOC activity (see our Web Site below) in your area. Any of us will be more than happy to discuss a career as a Naval METOC Officer and assist you through the lateral transfer/redesignation process.

Detailers METOC Community Web Site (<http://www.bupers.navy.mil/pers449>). Continuous improvement is what we are after for the Web Site. Please do not be bashful if you have positive criticism for the Site. Remember that it is your Site for community information.

If you are shopping for orders, please consult the Hot Fills page. It is not a "hard fills" page. Our intention is that it should be your first stop to help you find a good set of orders prior to digging into the roster. We try to update this list weekly with the most current information projected out at least a year.

New Senior Detailer. Welcome CAPT Phil Renaud to Navy Personnel Command. CAPT Renaud arrived in September following his change of command at NAVLANTMETOCFAC, Jacksonville. He brings a vast amount of METOC experience into the Senior Detailer/Officer Community Manager assignment. We look forward to his wise counsel, fresh perspective and vision for the future of our community. Welcome aboard! □

★ **Cryptology**
{PERS-4410}
DSN 882-4079, Comm (901)
874-4079; Fax: (901) 874-2739



CAPT Brooks recently reported aboard as the Senior Cryptologic Detailer and Community Manager. Her impressive resume includes operational tours overseas, leadership tours as XO and CO, joint duty, major staff, and post-graduate education from NPS and NWC. Fair winds and following seas to CAPT Tucker, who is currently attending ICAF in Washington, D.C.

Congratulations to all of our FY01 CWO3/4 and O3-O6 Selectees. Superior performance and a well-balanced resume continue to be the key to promotion. We are begin-

ning to develop FY02 promotion plans. Final promotion zones will be set in October. All eligible officers should begin now to review their microfiche and resolve record discrepancies directly with the appropriate PERS code. These office codes are identified on the BUPERS Web Site and in the FY00 Cryptologic Officer Listing (COL).

New features on the Cryptologic Officer Detailing Web Site at <http://www.bupers.navy.mil/pers4410> now include expanded COL information drawn directly from the BUPERS billet database. The "Hot Fills" list continues to be a successful tool in filling high priority billet vacancies created by emergent requirements. This Web Site is designed and maintained to provide you with all the information necessary to make sound career decisions. Please contact PERS-4410 if you have Web Site comments or recommendations. □

★ Intelligence

{PERS-4411}

DSN 882-3993, Comm (901) 874-3993; Fax: (901) 874-2676



Results from recent selection boards have shown that a key to success is a career progression that displays increased diversity and responsibility in successive job assignments. Adding an overseas assignment can help strengthen your 1630 resume. Interested? With 25 percent of the communities' billets located overseas, there is a wide range of jobs to choose from. What better way to enjoy a challenging and career-enhancing job, and see different parts of the world! Call us and discuss your options.

All the best to CDR Bob Wood as he leaves the PERS-4411 office to become the ACOS for Intelligence at CNAIRESFOR in New Orleans. CDR Doug Fenske has assumed the duties as the 1637 Detailer and Naval Attaché Placement Officer.

Senior Officer Billets

Contact CAPT Vaughn if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
LCDR	USS STENNIS	San Diego	0103
CDR	NAVCENT	Manama	0103
LCDR	ONI 4	Washington, D.C.	0104
LCDR	CVW 3	Oceana, Va.	0104
LCDR	HQ AFCENT	Brunsum, NL	0105
CDR	SR JOIC	Naples	0106
CDR	ONI 2	Washington, D.C.	0106
CDR	DIAL LONDON	London	0107

Junior Officer Billets

Contact LCDR Ashcraft if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
LT	SPEC OPS CMD CENT	Qatar	0103
LT	NSA SOUDHA BAY	Crete	0105
LT	DHS BAHRAIN	Manama	0105
LT	NAVFOR KOREA	Seoul	0106
LT	NSAWC	Fallon, Nev.	0106
LT	SUBGRU 8	Naples	0106
LT	EWTPAC	Coronado, Calif.	0109
LT	PEP AUSTRALIA	Sydney	0110

For the most current listing of available positions, visit the PERS-4411 Web Site at <http://www.bupers.navy.mil/pers4411> and select "Available Jobs." This listing represents only a portion of the job opportunities which are available in the coming months.

1630 Attaché Opportunities

Please contact CDR Fenske if you are interested in the below assignment.

Rank	Billet	Location	Training Start Date/PRD
LCDR	NATT	Panama	0104/0207

For the most current information regarding Attaché Placement, please visit our Web Site at <http://www.bupers.navy.mil/pers4411>. Enjoy and pass the word!!

Separating from Active Duty? Continue your naval career with the Naval Reserve Intelligence Command. With over 70 drilling units in 27 states, there is probably one near where you plan to live. Contact the Reserve Intelligence Program Officer in your area or CDR Fenske, PERS-4411C. Contact information can be found in the directory on pages 46-47. □

★ Supply Corps

{PERS-4412}

DSN 882-4611, Comm (901) 874-4611; Fax: (901) 874-2684



Postgraduate School. The opportunity to attend Navy-sponsored postgraduate education is one of the best bonuses of a career in the Supply Corps. We're working to expand the opportunity. Our goal is to offer a fully-funded master's degree to all officers who have 1) demonstrated superior performance; 2) a qualifying APC and 3) no prior master's degree. In FY00 the Supply Corps received 62 quotas, and FY01 will be similar. The ideal time to attend is after your second sea tour (approx. 9th year of commissioned service). If you are completing your second sea tour, PG school should be your first choice. It's the right time for you to attend for your career and for the Navy. If you haven't yet been selected for PG school, there may still be an

opportunity for you to obtain a master's degree by attending one of the junior service colleges. Again, performance and APC are critical. Contact your detailer or the career counselor to discuss your particular details. Don't miss this golden opportunity!

BUPERS Access. Did you know that every officer in the Navy has an account with BUPERS? It's true. An officer can find personal information such as orders status, selection board status and can even update duty preferences with the electronic duty preference sheet. It's as simple as logging on to the BUPERS Web Site at <http://www.bupers.navy.mil/> and selecting BUPERS Access.

Keeping your Record Current. Part of keeping your record current is applying for Additional Qualification Designations (AQD) and subspecialty codes when eligible. As you continue your career, you obtain experiences that in many cases can be identified by AQDs. The same is true for more specific experiences in particular fields documented in the officer's record as subspecialty codes. LDOs and CWOs are now authorized to obtain subspecialty codes as documented in NAVPERS 15839I.

Why are these codes important? Designated billets are coded, requiring an officer to hold a specific subspecialty. Obtaining subspecialty experience through education or job experience can provide additional opportunities during the detailing process. Bottom line: if you've earned these codes, it's your responsibility to apply for them and ensure that your record accurately reflects your experience. The Supply Corps Career Counselor, LT Mark Escoe, can perform updates to your record. His contact information is in the directory on pages 46-47.

Below are references that apply to both AQDs and Subspecialties:

- NAVPERS 15839I Officer Manpower and Personnel Classification Manual
(Part B for Subspecialty Codes)
(Part D for Additional Qualification Designations)
- MILPERSMAN 1214-010/1214-020
- NAVSUP 552, It's Your Career
(<http://www.bupers.navy.mil/main/personnel/career/career.html>). □

Web Sites of Interest to Supply Corps Officers

NAVSUP Web Site
OP Web Site
NAVSUP Mentoring and Career Management Web Site
FY00 OP Roadshow
Naval Supply Corps School
Naval Postgraduate School
Navy Personnel Command
LDO/CWO Web Site
Selection board information
To order your microfiche or OSR
Defense Acquisition University
Director, Acquisition Career Management Web Site
Joint Officer Policy and Management Office
Supply Corps Foundation and Association
Navy Electronic Directives System
General Information

<http://www.navsup.navy.mil>
<http://www.bupers.navy.mil/pers4412/index.html>
<http://www.navsup.navy.mil/main/personnel/career/career.html>
<http://www.bupers.navy.mil/pers4412/op3home.htm>
<http://www.nscs.com>
<http://www.nps.navy.mil>
<http://www.bupers.navy.mil>
<http://www.bupers.navy.mil/pers211/index.html>
<http://www.bupers.navy.mil/selectbd>
<http://www.bupers.navy.mil/selectbd/order.html>
<http://dau.fedworld.gov/dau/index2.html>
<http://dacm.secnnav.navy.mil>
<http://www.bupers.navy.mil/pers45j/index.html>
<http://www.usnscf.com>
<http://neds.nebt.daps.mil>
<http://www.navy.mil>
<http://www.militaryinfo.com> □

★ Civil Engineer Corps {PERS-4413}

**DSN 882-4032, Comm (901) 874-4032;
Fax: (901) 874-2681**

Augmentation. Active duty reserve officers who desire a career in the Navy need to augment into the regular Navy. Additionally, only augmented officers will be considered for the graduate school slate. MILPERSMAN 1020-120 provides application guidelines. Applications are due to Navy Person-

nel Command (PERS-811) at least 75 calendar days prior to the convening date of the board.

Retirements/Resignations. Officers requesting resignation or retirement must give 9-12 months written notice. This notice is not effective until received at Navy Personnel Command (NPC). NPC can no longer approve requests for retirement or resignation with less than 9-12 months notice. This is not a new policy; NPC had relaxed the length of time an officer must give prior to separating due to downsizing. Now that the entire Navy is trying to maintain its force structure, an officer must give appropriate notice prior to separating. Assist your back fill and shipmates by getting your requests in early; they need time to plan their next move as well.

Record Review. The board season is upon us. Ensure your record accurately represents you before the board. Common items requiring correction are an outdated full-length photograph, missing FITREPs, missing awards and/or certifications. Your detailer can provide further guidance on where to send record corrections. If it is less than six months prior to your board, submit corrections to your record and send a letter to the president of the board. Next year's scheduled board dates are shown below.

Board	Convene Date
CAPT	January 22, 2001
Acquisition Professional Community	February 1, 2001
CDR	April 17, 2001
Redesignation/Augmentation	March 26, 2001
LCDR/LT	May 14, 2001
CWO 3/4	June 4, 2001

Leadership continuum. This CNO directed program (NAVADMIN 189/97) is intended to expand Naval leadership training and development throughout an officer's career. If you fit into one of the categories below, plan to attend a leadership course during your next PCS.

Rank	Leadership School
ENS	Basic Officer Leadership Training Course
LT (5-9 years of service)	Intermediate Officer Leadership Course
LCDR	Advanced Non-XO Leadership Course
PXO	Command Leadership Course
PCO	Command Leadership Course

Billet Availability. Visit the CEC Detail Office Web Site to see the most current listing of billets that are available for detail. The Web Site also has a hard fill billet list. The address is <http://www.bupers.navy.mil/pers4413>. □

★ Chaplain Corps {PERS-4414}

**DSN 882-3996, Comm (901)
874-3996; Fax: (901) 874-2865**



We invite you to call us at 12 months from your PRD. At that point we'll discuss specific assignments with you. If you call outside that window, we'll talk career development or other issues with you, but not specific assignments. Before you call, use the below check list to make sure you are prepared for the conversation.

- Talk to a senior officer or mentor first. Discuss your career desires, gifts, skills, etc. or any constraints that may affect your career development.

- Research your assignment choices. You may use the alpha roster (sent to claimant chaplains monthly) to get an idea of what billets are coming open in your PRD window. You may also choose to look at types of duty rather than specific assignments (my recommendation). Talk with chaplains who have served in the type of assignment you are considering. Check out places where you can be assigned to this type duty.

- Consider your career development. The Chief of Chaplains has published a career development guide (found on our Web Site). See what you need to do next to prepare you for greater responsibility later in your career. Check out educational opportunities, supervisory positions, sea/FMF, overseas and specialized duty.

- List the personal aspects of your situation that you wish to discuss with the detailer. We do consider the needs of the officer and his/her family.

- Be flexible. We have requirements in terms of grade, subspecialty codes, PRDs, etc. We may not be able to get you a ship in Norfolk, but may be able to get you to the same class ship in Mayport. Be ready to take the hard job. You came into the Navy for the adventure; be ready to live it.

Before you call, update your Preference Card (can be done electronically through BUPERS Access). Make a list of what you want to discuss with the detailer, then give us a call. □

★ Medical {PERS-4415}

DSN: 882-xxxx

Medical Corps: (901) 874-4121/4119

MSC: (901) 874-4051/4052

Dental Corps: (901) 874-4043

Nurse Corps: (901) 874-4116/4562

**Medical Placement: (901) 874-4095/4114; Fax:
(901) 874-2682/2680**

<http://www.bupers.navy.mil/pers4415/index.html>



Nurse Corps

Fair winds and following seas to CAPT(Sel) Sharon Sebbio, who will report to the TRICARE Management Activity MHS Optimization Team in Washington, D.C., and to CDR Juanita Buda, who will report to Navy Recruiting Command, Millington, Tenn., as Nurse Corps Program Manager. Welcome to our new O4 and perioperative detailer; CDR Caroline DeLizo, who reported aboard from Naval Medical Center, San Diego, and to our new O1-O3 East Coast and

Europe Detailer, LCDR Sara Schulz, who reported aboard from Naval Hospital Bremerton.

A frequently asked question by junior Nurse Corps officers is, "Where can I find a list of billet locations?" The following list is offered for your review. Please remember that the availability of a billet will be determined by a number of variables. These include rank, PRD, sub-specialty code, career needs and diversity and, most importantly, the needs of the Navy.

Naval Medical Centers

National Naval Medical Center, Bethesda, Md.
Naval Medical Center, Portsmouth, Va.
Naval Medical Center, San Diego

Naval Hospitals

Naval Hospital, Beaufort, S.C.
Naval Hospital, Bremerton, Wash.
Naval Hospital, Camp Lejeune, N.C.
Naval Hospital, Camp Pendleton, Calif.
Naval Hospital, Charleston, S.C.
Naval Hospital, Cherry Point, N.C.
Naval Hospital, Corpus Christi, Texas
Naval Hospital, Great Lakes, Ill.
Naval Hospital, Guam
Naval Hospital, Guantanamo Bay, Cuba
Naval Hospital, Jacksonville, Fla.
Naval Hospital, Keflavik, Iceland
Naval Hospital, Lemoore, Calif.
Naval Hospital, Naples, Italy
Naval Hospital, Oak Harbor, Wash.
Naval Hospital, Okinawa, Japan
Naval Hospital, Pensacola, Fla.
Naval Hospital, Roosevelt Roads, Puerto Rico
Naval Hospital, Rota, Spain
Naval Hospital, Sigonella, Italy
Naval Hospital, Twentynine Palms, Calif.
Naval Hospital, Yokosuka, Japan

Navy Medical Clinics

NMCL Annapolis, Md.
NACC New Orleans, La.
NACC Newport, R.I.
NACC Groton, Conn.
NMCL London, UK
NMCL Pearl Harbor
NMCL Patuxent River, Md.
NMCL Port Hueneme, Calif.
NMCL Quantico, Va.

Branch Medical Clinics

BMCL Albany, Ga.
BMCL Atlanta, Ga.
BMCL Atsugi, Japan
NSA Bahrain, UAE
BMCL Barstow, Calif.
BMCL Brunswick, Maine
BMCL China Lake, Calif.
BMCL Dam Neck, Va.
BMCL Everett, Wash.
BMCL Earle, N.J.
BMCL Fallon, N.V.

NHBMCL Gaeta, Italy
NHBMCL Iwakuni, Japan
BMCL Key West, Fla.
BMCL Lakehurst, N.J.
BMCL Mayport, Fla.
BMCL Millington, Tenn.
BMCL MCRD Parris Island, S.C.
BMCL Norfolk, Va.
BMCL Pascagoula, Miss.
BMCL Portsmouth, N.H.
NHBMCL Sasebo, Japan
BMCL Willow Grove, Penn.
NNMC BRC White House, Washington, D.C.
BMCL Yuma, Ariz.

School Commands

Naval Hospital Corps School, Great Lakes, Ill.
NSHS, Bethesda, Md.
NSHS, Bethesda Detachment, Jacksonville, Fla.
NSHS, Portsmouth, Va.
NSHS, San Diego
NSHS, San Diego Detachment, Fort Sam Houston, Texas

Operational

12 Aircraft Carriers
9 Fleet Surgical Teams
1st, 2nd and 3rd FSSGs
Diego Garcia (two Flight Nurse billets)
Fleet Hospital Operations Training Command (Camp Pendleton, Calif.)
Field Medical Services School Command (Camp Lejeune & Camp Pendleton, Calif.)
USNS COMFORT (T-AH 20)
USNS MERCY (T-AH 19)

Recruiting

There are currently 21 billets for Nurse Corps Officers in recruiting.

Please contact your respective detailer for further information on the above opportunities. ☐



Dental Corps

BUPERS Access is on the Internet! This new system offers you the opportunity to enter your duty preference data on-line with the security of knowing the information receives the same protection as used by credit card companies. Updates entered Sunday - Thursday will be available to your detailer 48 hours later. BUPERS Access is on the Internet at <http://www.bupers.navy.mil>.

Many of you with FY01 PRDs are in the midst of negotiating for orders at this time. Please remember that we must meet the needs of the Navy as we try to meet both your personal and career needs. If you haven't had an overseas, FMF or sea duty assignment, now is the time to think about it. As your time in service increases, so do your family considerations. It

may be "easier" to go overseas now rather than later, when your children and parents are older, and life just becomes more complicated. A well-rounded career will not only enhance your opportunities for promotion, but will also make you eligible for a greater number of assignments. You can't go wrong having experienced a variety of assignments. When communicating with your detailer, be sure to give him more than one option, give him several. If you are hoping to extend, you must first put your request through your chain of command for approval and then contact us. Remember that this is a two-way street. What more can you offer your present command if they were to approve your extension request?

Our promotion boards are right around the corner. Have you reviewed your record? Whether you are above zone, below zone or in the primary zone for an upcoming board, make sure all of your FITREPs have been included in your record and that your picture depicts your current rank. Your detailers are always available to help if you are not having any luck with updating your record. Check our Web Site at <http://www.bupers.navy.mil>, and navigate through the codes to PERS-4/PERS-44/PERS-4415. □

Medical Placement

Arriving Personnel

Head, Medical Placement (Ext. 4095)

- CDR Mark Dobbs, MSC, USN

Overseas\Operational Placement (Ext. 4464)

- LCDR Clarence Thomas, MSC, USN

Medical Student Programs Placement

- LCDR Steve Keener, MSC, USN

Washington DC\Northeast (Ext. 4112)

- LT David Collins, MSC, USN

Departing Personnel

Head, Medical Placement

- CDR Vondell Allred MSC, USN

Medical Student Programs Placement

- LCDR Tony Frabutt, MSC, USN

Overseas\Operational Placement

- LT Henry Young, USN □

Medical Corps

There have been a number of changes in personnel this summer. CAPT Montgomery Hinkson, (PERS-4415M) surgical detailer; CDR Murray Norcross, (PERS-4415N) medical detailer; LCDR Steve Keener, (PERS-4415R) aviation, undersea, occupational health and preventive medicine detailer; and LCDR Tom Petrilak, (PERS-4415U) general medical officer detailer transferred to new positions this summer. LCDR Keener didn't move far away, though,

and is working as a placement officer in PERS-4415. CAPT Sandra Yerkes (PERS-4415M), LCDR Craig Mallak (PERS-4415N), CDR Terry Puckett (PERS-4415R) and LCDR Cora Rogers (PERS-4415U) are ready to work with you and assist in finding your next assignment. LT Donna Jefcoat did not transfer and continues to provide outstanding service to medical corps members in training.

If your projected rotation date (PRD) is summer 2001, please check the listings of projected openings on the BUPERS Web Site at <http://www.bupers.navy.mil/pers4415/index.html>. Postings will be placed on the Web Site throughout the fall, so check often. Talk with your specialty leader about your particular needs and concerns. Your specialty leader and detailer work closely together to meet the needs of the Navy, your professional career requirements and your personal needs. It is a little early to plan for 2002, but if you are interested in a particular billet, let your specialty leader and detailer know.

Are you thinking about separating from the Navy? Please discuss this with your detailer before making any decisions! However, if you decide to separate, be sure to initiate your request 9 - 12 months in advance. Failure to do so could result in you staying well past your anticipated separation date until a replacement can be found for you.

Have you ever thought about sitting on a selection board? The opportunity to be a part of the selection process is invaluable in understanding the promotion process. Selection boards take approximately one to two weeks and are held in Millington, Tenn. The temporary additional duty (TAD) for a selection board is paid by BUPERS. If you are interested in being a part of the selection process, contact your detailer.

As mentioned above, the BUPERS Web Site is a wonderful resource for information. LCDR Keener has worked diligently to make this site easy to use and relevant to your needs. Check it frequently for "Hot Fills" listings and helpful information about Navy jobs and your career. □



Medical Service Corps

Welcome Aboard. It has been a busy time here in the MSC cubicles with the recent turnover of our HCA detailers. By the time you read this, CAPT Fletcher and LCDR Swap will be at their next duty stations. Thank you both for all of your hard work, and good luck in your new assignments. Welcome aboard to CAPT(Sel) Pat Kelly, the new Senior HCA Detailer, and LT Glen Diehl, the new JO HCA Detailer.

Sea-Shore Rotation. As many of you flip through *Perspective*, you may note that all of the warfare communities and many of the Restricted Line and Staff Corps communities

have a prescribed sea-shore rotation. These rotations are established to ensure the officer can attain specific career milestones, such as Division Officer, Department Head, etc. This also ensures that the manning needs of the respective community continue to be met. As MSC officers, there are many opportunities for both HCS and HCA officers to serve in a sea-shore rotation for your first several tours. Since there are limited opportunities in some MSC communities to serve with the operational line and the FMF, an overseas tour may suffice in place of sea duty. Please keep in mind there are usually many options with regard to operational or overseas duty assignments.

First and Second Tour JO HCA Expectations. As an MSC HCA JO you should expect to have one of your first two tours in a CONUS MTF/DTF and the next in an operational, overseas or recruiting billet. Some of our In-service Procurement Program (IPP) officers may first go to an operational billet and then go to an MTF/DTF. There is no one right career track or path, but a variety of assignments in operational, overseas and recruiting billets greatly expand an HCA's breadth of knowledge and experience. Work closely with your detailer and specialty leader to keep your career on the right track. For those of you who do not yet have your master's degree, please take advantage of the many Duty Under Instruction (DUINs) opportunities (like NPS and Baylor), which the MSC HCA community has been afforded.

DFA/OIC Screening. Please remember you will not be considered for a DFA/OIC billet unless you are an O4 or O4 (Sel), and you notify the Senior HCA Detailer that you desire to be considered. Available billets are posted on the NPC and MSC Web Sites.

In-Service Procurement. It's time again to encourage those enlisted servicemembers to think about an MSC commission via the In-service Procurement Program (IPP). Please take the time to assist, inform and mentor our prospective IPP officers. As many of you know, some of our most talented MSC officers have joined via this accession source.

Web Site. Please bookmark our Web Site at <http://www.bupers.navy.mil/pers4415/index.htm>. We continue to make changes and upgrades in an effort to make it as user friendly as possible. We have started posting "Hot Fills" and many other assignment opportunities on our Web Site. Please send us your recommendations and comments. We would like to make our Web Site a benchmark for Navy Medicine.

As always, we are here to support and help you make an informed decision regarding your career. We look forward to your phone calls and E-mails. Hopefully, one of us will get a chance to meet you during a detailing trip or conference. By all means, if you are in the Memphis area, please stop by and say "hello." □

★ JAG Corps {PERS-4416}



**DSN 882-4938, Comm (901) 874-4938;
Fax: (901) 874-2679**

Your Detailers. There have been significant changes in the detailing shop in Millington this summer. Because of this, it makes sense to first start by identifying the members of JAG Corps Assignments/Placements (PERS-4416) Team.

Accessions and Initial Assignments	LT Kristin Keidel
LT Assignments & Placements	LCDR Paul Kiamos
LCDR Assignments & Placements	LCDR Jeff Horwitz
CDR/CAPT Assignments & Placements	CDR Charlotte Wise

LT Assignments. LT assignments are based primarily upon the downwind billet list. This list is promulgated weekly and identifies available jobs for up to a one-year period. Officers interested in a downwind billet need to contact the LT Assignments and Placement Officer and ask to be considered for that assignment. A list of interested candidates is compiled and an individual candidate is selected from the list. In Non-Naval Legal Service Command billets, the individual candidate's name is presented to the placement officer in charge of that downwind billet, and, if approved, the member is awarded that assignment.

LCDR to CAPT Assignments. All LCDR to CAPT judge advocates are assigned utilizing the "slating process." The process starts with the preparation of a master spreadsheet listing all available billets and all officers interested in each billet. Officer duty preferences are gathered from completed officer duty preference sheets (dream sheets) and E-mail correspondence to their respective detailer. Based upon the needs of the Navy, officer career needs and desires, the detailers in Millington (PERS-4416) and CAPT Molinengo (Code 61/Community Manager) in Washington, D.C., propose an initial draft slate recommending officers for the available positions listed. This "slate" is then chopped through the Assistant Judge Advocate General (Civil Law) Code 01 and Director of Operations (Code 06)/Vice Commander, Naval Legal Service Command. The detailers, with the "01" and "06," brief their respective slates to the JAG and DJAG, who make the final assignment decisions.

Rules to Remember. Current regulations require a variety of minimum tour lengths. The Time on Station (TOS) requirement is the amount of time a member must remain in a particular geographic area. For INCONUS shore duty, the TOS requirement is 36 months. This is true regardless of whether the member is single, moves with his/her family or arranges for the tour to be completed without hi/her family. Additionally, there is a Minimum Activity Tour

(MAT). The MAT is the absolute minimum amount of time that a member must remain in a particular job. Navy policy requires a minimum activity tour of 24 months on all assignments. Under the appropriate circumstances, a waiver may be obtained. However, a waiver is not guaranteed.

If you have any additional questions about any of this information, or would like to discuss opportunities for future assignments, contact the JAG Corps Assignments and Placement Branch at the phone numbers listed on pages 46-47. □

★ **TAR {PERS-4417}**
Training and Administration of Reserve
DSN 882-4062, Comm (901) 874-4062;
Fax: (901) 874-2755

Join the TAR Team! Interested in becoming a TAR? Do you know someone who would be a good candidate? The next TAR Transfer and Redesignation Boards are set for October 16-20, 2000, and May 21-25, 2001. The community is looking for top performing officers from 1100/1105, 1110/1115, 1120/1125, 1130/1135, 1140/1145, 1310/1315, 1320/1325 and 1520/1525 designators to become TARs. Converting to TAR offers an excellent opportunity for early command ashore while still remaining competitive in your traditional warfare or designator specialties. Both officers on active duty and Selected Reserve officers are eligible to apply. Eligibility criteria and application procedures are published by NAVADMIN message and posted on the PERS-4417 Web Site at <http://www.bupers.navy.mil/pers44/pers4417>. For more information, call the TAR Detailers at DSN 882-4062/64/63, Comm (901) 874-4062/64/63.

Volunteer for Board Participation! Don't miss the opportunity to see the selection process in action. We need voting members, assistant recorders and administrative assistants for statutory and administrative boards throughout the year. This is an invaluable opportunity to see what the boards look for, and how performance records are reviewed. If you would like to round out your career by participating on a board, let your command and COMNAVSURFRESFOR know.

Welcome Aboard! You may have noticed a number of new voices when calling the TAR detailers. In the past few months we have had the following turnovers:

- CAPT Tandy Brannan relieved CAPT John Werner as Head, TAR Officer Detailer.
- CDR Buzz Little relieved CAPT Peter Menio as Senior Surface TAR Detailer.
- LCDR Debbie O'Bryant relieved LCDR Denis Moody as

TAR AMDO Detailer.

- LCDR Patty Parks relieved CDR Kathy Isgrig as TAR Fleet Support Detailer.

Why Become a TAR Intelligence Officer?

- From CDR Mike Kautz, Chief Staff Officer,
COMNAVRESINTCOM

It is impossible to tell you about the TAR Intelligence Program in two paragraphs! However, I can answer some questions I had before I became a TAR. For instance, "What does 'TAR' stand for?" Training and Administration of Reserve. And that means what? It means you are an intelligence professional responsible for recruiting officer and enlisted reservists into the intelligence field. You ensure they are trained to support the active component in both peacetime and crisis. You make the Naval Reserve Intelligence Command relevant through your ability to manage and lead. You are involved with resource planning, policy and procurement. You perform these functions as an Officer In Charge, a Reserve Liaison Officer (RLO), a Department Head and a staff officer. You could be assigned to nearly any of the major joint and/or Navy commands with an intelligence support function. You will serve in any one of 14 reserve intelligence areas spread across the United States.

If you're like me, any time I make an investment, whether it's with my family, in my career, the stock market or even a new car, I make sure to do my research and invest with due diligence. I expect if you are interested in or considering applying for redesignation to TAR, you would do the same. If you are YG95 or junior, and have more questions, please seek out the RLO in your command. You can also call CDR Doug Fenske at PERS-4411C.

Downstream Billets

Avail	Activity	Billet Title	Desig	Rank
0104	NMCRC DENVER CO	CDR/CO SHR ACT	1000	CAPT
0104	CNSURFRESFOR /RPN	STF PLN	1110	CDR
0104	JNTSTF JCS WASH	JNT MNPWR	1000	CDR
		PLNR DA101020		
0104	OFF OF ASN MRA	MPWR PLN/SPEC ASST	1000	CDR
0104	OPNAV/RPN	ED TRA PLN GEN/N953D	1110	CDR
0104	NRPDC NORLNS	CDR/CO SHR ACT ADDU	1100	CDR
0104	ASD/RA/RPN	ADMIN OPS/	1000	CDR
		DIR FIELD OPS		
0105	CHNPERSUP WDC	MPWR PLN/ ADDU OPNAV	1100	CDR
0105	OPNAV	N120C3-RPN	1100	LCDR
		BDGT ANLYST		
0106	OPNAV/RPN	ED TRA PLN GEN	1110	CAPT
0106	NMCRC BESSEMER	CDR/CO SHR ACT	1000	CAPT
0106	NR CHNAVPERS N1R	PERS P&P DIR/NAVRES	1000	CDR
0106	NRESRUCOMDT	OIC SHR ACT	1000	CDR
		GLKS		
0106	OFF SEC DEF RPN	DIR, SYSTEMS	1000	CDR
0106	OPNAV/RPN	LOG/N424C	1000	CDR
		MARITIME PLCY		
0106	CNSRF NORLNS	STF REDI GEN/	1050	LCDR
		SELRES RED		
0106	EODMU 12	EOD MOB UNIT/	1140	LCDR
		XO AFLOAT		

0106	NMCRC PHOENIX	TRNG/XO SHR ACTY	1000	LCDR	LCDR STAFF COMM	CCDG-8	0104 (O4 XO/PA)
0106	NRRCREG11 DLLS	ED TRA PLN GEN/ ASHORE	1000	LCDR	CDR EO PGM/NAAP MGR	N13, ARLINGTON	ASAP
0106	NRCRUITDET4	ENL PROGRAMS OFF	1100	LCDR	CDR INDOC/TRA	RTC GLAKES	0101
	ORLDO				CDR ACOS ADMIN	BAHRAIN	ASAP (33P)
0106	NRCRUITDET7	ENL PROGRAMS OFF	1100	LCDR	CDR ED TRA PLN	CNET, PCOLA	ASAP
	DNVR						
0106	NRESRUCOM GLKS	AOIC	1100	LCDR			
0106	EODMU 17	XO/TRNG	1140	LCDR			
0107	OPNAV	MPWR PLN/B	1000	LCDR			
0107	SEO/MPD WDC	DIHMRS	1100	LT			
0107	HQ USMC WASH DC	RLO	1100	LCDR			

□

★ Fleet Support {PERS-4419}

**DSN 882-4054, Comm (901) 874-4054;
Fax: (901) 874-2676**

FY01 Commanding Officer/Executive Officer/Principal

Assignment Board. This year's board will meet Dec. 4-8, 2000. CDR candidates include officers who were promoted in FY00 (third look) and those who were selected for promotion to O5 in FY01 (first look). The O4 candidates are those who were promoted to LCDR in FY00 (second look), and those selected for promotion in FY01 (first look). Records of those officers in the CO/XO/PA banks (i.e., officers screened in previous years but have not been slated to Command or XO/PA) will also be reviewed. The results will be posted on the FSO BUPERS Web Site immediately upon completion of the board.

FY01 Major Command Board will meet Oct. 3-4, 2000. The candidates include officers who were promoted to O6 in FY99 (third look), FY00 (second look) and those officers selected for promotion in FY01 (first look).

Billets Available

Rank	Billet	Location	Fill Date
LT	COMM ASHR	NCTS GAUM	ASAP
LT	C-E ENG OFF	DISA EUR	ASAP
LT	P-8/POST BD MATTERS	NPC, MILLING	ASAP
LT	P-61/CMEODIR	NPC, MILLING	ASAP
LT	OPS RESEARCH	CNRC, MILLING	ASAP (42P)
LT	P-6/POW/MIA	NPC, MILLING	0012
LT	INDOC/TRA	RTC GLAKES	0101
LT	OIC SHR ACT	NSC DET STUTTG	0011 (76P)
LT	TRANS DIR	YOKOH	0012
LT	OFFICER PGMS OFF	OMAHA	0101
LCDR	INDOC/TRA	RTC GLAKES	ASAP
LCDR	PERS PLN/POLICY	CNRC, MILLING	ASAP (42P)
LCDR	HOUSING OFF	CNRSW, SDGO	ASAP
LCDR	OIC	CFA YOKA	ASAP (DH)
LCDR	JMD DAT MGR	JS/J1	ASAP (NOM)
LCDR	COMM OFF	KEFLAV	0101
LCDR	TRG O/LINCOLN	EVERETT	0103
LCDR	OPS ANAL/SURTASS	CNFJ, YOKSKA	0106 (IUSS)

NRDs. We have numerous outstanding department head billets as enlisted programs officer or officer programs officer at Naval Recruiting Districts coming available this winter and spring. Locations include: San Francisco, Montgomery, Ala., Michigan, Minneapolis, Minn., Kansas City, Honolulu, New York, Omaha, Neb., Richmond, Va., Phoenix, Ariz., Philadelphia Pa., and Seattle.

JPME through Naval War College and the other service

Command Staff Colleges. Calling all LCDR and LCDR selects - These schools offer great opportunities to share ideas and big picture thinking with colleagues in a joint environment. Courses at Army C&S, FT Leavenworth, Kansas; Air Force C&S, Maxwell AFB, Ala.; and Marine Corps C&S are 10 to 12 months long and only start in the summer. If your PRD is coming up next year, now is the time to consider JPME Phase I as an option for continued growth and development.

Other notes.

- We are always looking for assistant recorders for boards. We must provide the names three months prior to the board convening. If you are interested in being an assistant recorder for a FY01 board, send an E-mail to your detailer, "Subject: BOARD RECORDER."
- We said good-bye to LCDR Pat Williams. She is off to NWC.
- We welcomed LCDR Deborah Luckett into the shop. She is coming to us from Air Command and Staff College.
- We also said good-bye to our admin assistant, Freda Hudspeth. She didn't go far. She was promoted to the subspecialty desk.
- Don't forget! Update your duty preference card as soon as you arrive at a new duty station, and whenever significant information changes. This can now be done via BUPERS Access. It's easy and quick. Please include your E-mail address in comments. □

How are we doing?

Your feedback is critical to the success of *Perspective*. I hope that we've covered the topics that are paramount to your career progression. Do you have ideas for future issues? If so, let me know. E-mail me at

perspective@persnet.navy.mil □

*LTJG Eric Petersen
PERS-051, Editor*

**Coming in January 2001...
The ever-popular
"Career Issue" of *Perspective***

Attaché Duty

Attaché Duty is Overseas Duty and Joint Duty.

Attaché duty is 100 percent overseas duty and 100 percent joint duty (JD1) credit! Each Attaché is assigned to the USDAO in the American Embassy located in the capital city of the host country. The Defense Attaché System (DAS) is for the military officer who wants a unique assignment in the service of the United States. It is for the officer who thrives on challenge and change - one with superior intellect, professionalism and integrity. The DAS is for officers who want to expand their horizons and utilize skills built during their Naval career by becoming an integral part of the diplomatic team representing the United States in over 100 embassies abroad.

The application and selection process for Attaché duty is extensive, so it is important to talk to the Attaché Placement Officer and your detailer not less than a year prior to your PRD to ensure a smooth process. For answers to frequently asked questions about Attaché duty and for the latest in available Attaché assignments, go to the BUPERS Web Site at <http://www.bupers.navy.mil/codes/pers4/pers44/pers4411>, and look for Attaché Placement. □

Attaché Assignments (ICOD 12 Jul 00):

<u>Trng/On-Sta</u>	<u>Country</u>	<u>Billet</u>	<u>Tour</u>	<u>Grade</u>	<u>Desig</u>	<u>Misc</u>
ASAP/0206	Colombia	NATT	24	O5	1310	Pilot Required
ASAP/0106	Jamaica	DATT	36	O5	1000	
0104/0208	Albania	DATT	12	O5	1000	Unaccompanied
0104/0206	Ecuador	NATT	36	O6	1050	
0104/0207	Panama	NATT	36	O4	1630	
0108/0211	Brazil	NATT	36	O6	1050	
0108/0308	Turkey	NATT	36	O6	1310	Pilot Required
0108/0308	Saudi Arabia	NATT	24	O5	1310	Pilot Required
0111/0310	Japan	ANATT	36	O5	1630	
0201/0307	Brazil	ANATT	36	O5	1050	
0201/0305	Canada	NATT	36	O6	1050	
0201/0302	Denmark	DATT	36	O6	1110	SWO/JSO Required
0201/0306	Italy	ANATT	36	O4	1630	
0201/0207	Kenya	NATT	24	O5	1310	Pilot Required
0201/0309	Korea	NATT	36	O5	1630	
0201/0209	Pakistan	NATT	36	O6	1310	Pilot Required
0201/0303	Panama	NATT	36	O4	1630	
0201/0307	Russia	NATT	24	O6	1050	
0201/0307	Tunisia	NATT	36	O5	1000	
0201/0206	United Kingdom	DATT	36	O6	1050	MAJCOM/JSO

Spouse Employment Assistance Program (SEAP) Implements New Course

Seventy-five SEAP Managers were trained recently on the newly developed Spouse Career/Life Course. The 14 module course is the first standardized curriculum for SEAP. The Spouse Career/Life Course provides spouses the opportunity to gain the knowledge and skills to assess their strengths and weaknesses, manage their finances, market themselves, do a job search, identify alternate work options, prepare for a future work environment and balance typical life demands of Navy spouses. Retention of military members is the focus of this program. Spouses able to cope with the unique challenges of managing a career in a mobile military lifestyle will help Sailors decide to stay in the Navy. □

The Right Spirit Campaign

The Right Spirit Campaign is a 1996 SECNAV initiative that is a concentrated effort to change Navy's attitude and culture toward alcohol. It is education, deglamorization, intervention and accountability for everyone – seaman to admiral.

The campaign requires responsibility from all hands, regardless of rank, and educates everyone by emphasizing alternatives to drinking.

The campaign goals are: enhance fleet readiness by reducing alcohol abuse and related incidents; provide a safe and productive working environment; and ensure quality of life for members, shipmates and families. □

Performance Evaluation System Update

I hope everyone had a great summer. Information on performance evaluations is now available on the PERS-311 Web Site. You can access our Web Site at <http://www.bupers.navy.mil> under the "Organization" button go to PERS-3, then to PERS-31. BUPERSINST 1610.10, NAVADMIN changes, briefs, frequently asked questions and general information are available.

Several changes and updates have been released on the performance evaluation system in the past few months. The following changes to the EVAL Manual are in effect: NAVOP 043/95, NAVADMINs 049/97, 175/98, 239/98, 276/98, 050/99, 054/00 and 167/00. NAVADMIN 054/00 was released in March 2000, announcing that forced distribution for reports on all ENS and LTJG Limited Duty Officers (6XXX) is now mandatory. All other designators may have a promotion recommendation no higher than Promotable. NAVADMIN 167/00 announced required comments on retention efforts in reports on commanding officers, officers, chief petty officers and leading petty officers who are responsible for enlisted personnel. The Chief of Naval Personnel's update on the performance evaluation system announced in NAVADMIN 126/00 is worth repeating.

"The new performance evaluation system, now four years old, is proving to be very successful in allowing officers and enlisted selection boards to better select the 'most qualified' people for promotion. The success of this new system is dependent on leaders making the hard choices and the difficult responsibility of honestly counseling subordinates who are not 'number one.'

Officer and enlisted reports that are submitted with errors, even if submitted with errors in an effort to 'help' subordinates, are rejected and returned to reporting senior, with copy to the ISIC. Unfortunately, one out of five (21 percent) performance reports are rejected due to procedural errors. Rejected reports have a major impact on reporting senior cumulative averages, since only accepted reports are used to update averages.

Not only can incorrect reports skew the cumulative averages, incorrect reports that are rejected and not replaced in time for a selection board cause gaps in career evaluation. This makes the selection process difficult and is not fair to our people. Requests for special selection boards have been on the rise. The fact that a fitness report or evaluation is missing from a record does not necessarily qualify an individual for a special selection board. Although the EVAL Manual clearly states that all personnel are responsible for the accuracy of their record when it is presented to a promotion selection board, our goal should be for our subordinates to find no mistakes in their reports.

In an effort to improve the situation, here are the top three reasons reports are being rejected:

a. Non-compliance. Reporting seniors non-compliance with the EVAL Manual is the number one reason reports are being rejected. Reports in this category are defined as those that exceed the forced distribution limits for Early and Must Promote; a competitive category (summary group) with a large number of personnel split into smaller groups and mailed in on different dates to attempt to get more Early Promotes; and handwritten comments.

b. Incomplete summary groups. All reports within a summary group must be submitted together as one package. If not, the forced distribution cannot be validated. Packages with incomplete summary groups will be returned to the command without action for consolidation and resubmission.

c. Missing signatures from either the reporting senior or the member. All reports must have the signature of both the reporting senior and the member or, if the member is unavailable for signature and the report is not adverse, "Certified Copy Provided" written in the member's signature block.

All commanders and commanding officers are encouraged to take the extra time to ensure reports are correct prior to submitting to COMNAVPERSCOM and if in doubt, contact the Performance Evaluation System Customer Service Desk at (901) 874-3313-3315-3316/DSN 882."

In NAVADMIN 126/00, the Chief of Naval Personnel identified the top three reasons reports are being rejected. The Electronic Military Personnel Record System (EMPRS) automatically does a quality assurance check and catches these errors. To improve the process and decrease the rejection rate, it is imperative that we all ensure performance evaluations are submitted per the EVAL Manual.

Performance counseling and retention. Regularly scheduled performance counseling is a requirement of our FITREP/EVAL process, and is a great time to talk about retention and what the Navy has to offer. Not only is this venue an effective way to communicate your expectations, it provides a perfect opportunity to "tune in" to our Sailor's concerns and desires. Leadership must take advantage of every occasion to provide feedback to our people, and more importantly, to gain their perspective. It's important we make quality performance counseling a priority, not a burden. If we are going to get our very best to "stay Navy," we cannot afford to leave anyone standing on the pier. □

LCDR Dave Harper
PERS-311

USS SAN ANTONIO looking for Pre-commissioning Crew

LPD 17 is a new class of amphibious ship that will begin construction this year. USS SAN ANTONIO and her 11 sister ships represent real progress in incorporating technology and maximizing expeditionary warfare in the littoral. The ship is 680 feet long, 105 wide and has a displacement that is 50 percent greater than the LPD 4 class it replaces. Scheduled to deliver in 2003 and deploy in 2005, LPD 17 will bring improved capability to 21st century Amphibious Ready Groups.

This amphibious transport dock ship will have a well deck that supports LCACs (Landing Craft Air Cushion), the new Marine Advanced Amphibious Assault Vehicles (AAAV), and the traditional LCU (Landing Craft Utility). LPD 17's flight deck will be equally versatile, as it can launch and recover the largest Marine Corps helicopters and, eventually, the Vertical Take Off and Landing Marine aircraft, MV-22, from its four spots.

State-of-the art fiber optics with air blown fiber technology will be used for interior communications and connectivity. The Shipboard Wide Area Network (SWAN) will provide for computer and network access, linking every manned space on the ship, including berthing spaces. The SWAN is the LPD 17 "Information Super Highway" for everything from accessing maintenance and technical data to training and message delivery. The ship's 400 SWAN drops will provide the network infrastructure for integrating LPD-17 electronic systems.

Self-defense is especially important in the littoral where the ship will operate, and LPD-17 has been designed with reduced radar cross section signature and improved survivability. The ship is equipped with the Rolling Air Frame missile system, Ship's Self Defense System (SSDS) with Cooperative Engagement Capability (CEC), SPQ 9B horizon search radar and the SPS-48E 3D air search radar. The Advanced Enclosed Mast/Sensor system were part of the design equation and enhance the ship's streamlined profile to reduce radar cross section signature. Installation of a stabilized, close-in and remotely operated 30mm gun, the MK46 Mod I designed for the Marine Corps' AAAV, provides a lethal, short range anti-surface defense weapon.

Although not required to be flagship configured, LPD-17 will have command and control assets that can serve to support Special Purpose Marine Air-ground Task Forces in the next century. The command and control complex of combat information center, troop operations, and tactical logistics center may be separated into three different areas or joined into a single, integrated command center by sliding back the flexible "smart bulkheads." A wide range of radio, video and satellite communications facilities round out additional mission support characteristics.

Many of the smart ship and smart gator initiatives are incorporated into the ship's design. USS SAN ANTONIO will have an Engineering Control System (ECS), Damage Control System (DCS) and Integrated Bridge System (IBS) integrated with the SWAN that allow the main machinery rooms and auxiliary machinery rooms to be manned with roving watches. The pilot house is configured for traditional watchstanding, but the IBS will permit a three-person watch team.

Quality of life enhancements are incorporated in the design. All LPD 17 staterooms will have sanitary facilities. LPD 17 will receive the sit-up berth that enables Sailors and Marines to sit up in their bunks, use a reading and writing surface, and still have 40 percent more storage space. While the wardroom remains separate, galleys and sculleries have been consolidated for efficiency. Using a reverse osmosis water generating plant, the great challenge to amphibians of having enough potable water will not be a problem – the ship can produce and store 72,000 gallons of fresh water per day. In addition to its total ship training system, a tool for the training department, the LPD 17 will have a learning resource center, an electronic classroom and a virtual reality training space for the embarked landing forces. The pre-commissioning crew will select the equipment for the 1,100 square foot physical fitness center.

USS SAN ANTONIO will be a "Commander" command and have a complement of 362 officers and enlisted. Departments on the ship will include Air, Combat Systems, Combat Cargo, Chaplain, Deck, Dental, Engineering, Medical, Operations, Supply, and Training. The ship will also have an Information Systems Division or Department depending upon Navy policy.

In all, the 12 ships of the USS SAN ANTONIO class will start entering the fleet in 2003, and the pipeline for the pre-commissioning crew will open in 2001. So put in for LPD 17 now, and be a part of the first ship of the 21st century. □

Job Opportunity as Equal Opportunity/ CMEO Advisor (PERS-61)

Professional Relationships Division (PERS-61) of Navy Personnel Command is seeking a highly charged LT/LCDR to be the Equal Opportunity/Command Managed Equal Opportunity (CMEO) Advisor. For more information, check our Web Site at <http://www.bupers.navy.mil/pers61>, or call PERS-61 Director, CDR Barb Marmann, at DSN 882-4271, Comm (901) 874-4271 or E-mail at p61@persnet.navy.mil. □

Navy Personnel Command Directory

For E-mail address, replace xxx with listed PERS-Code:
Example: to E-mail the Submarine Junior Officer Shore Detainer(PERS-421c): p421c@persnet.navy.mil
For Commercial Phone Numbers add: pxxx@persnet.navy.mil

xxxx@persnet.navy.mil
p421c@persnet.navy.mil
(901) 874-XXXX for DSN 882
(703) 614-XXXX for DSN 224
(703) 693-XXXX for DSN 223
(301) 757-XXXX for DSN 757
(202) 433-XXXX for DSN 288
(703) 695-XXXX for DSN 225

PERS-Code	Position	Incumbent	DSN
Perspective and LINK Magazines			
051	Managing Editor, <i>Perspective</i> and <i>LINK</i> Magazines	LTJG Petersen	882-4135
051A	Editor, <i>LINK</i> Magazine	JOC(SW/AW) Morley	882-4136

NPC Access/IVR and NPC Home Page Technical Support			
	PERSNET Help Desk		882-4717
1023	NPC Web Site Technical Support	DP1 Bostic	882-3496

Personnel Policy Advisors			
N130F	Personnel Exchange Program (PEP) Advisor	LT Wright	224-5393
447	Acquisition Professional (AP) Coordinator	CAPT Kreutner	882-3837
00W/N13WW	Special Assistant for Women's Policy	CAPT Long	225-9385
N123J	Joint Policy Advisor	LCDR Grace	225-3616
45J	Director, Joint Officer Management	LCDR King	882-4217
45J1	JPME Phase II Quota Control	LCDR Greife	882-4218
N123C	TAD/Joint Operations Assignments Advisor	CDR Kroft	225-3748
N123C1	TAD Assistant	PNC(AW) Drew	224-1012
61	Director, Professional Relationships Division	CDR Marmann	882-4271
612	Equal Opportunity/CMEQ Advisor	TMCS McGhee	882-4274
613	Sexual Harassment/Fraternalization Advisor	LT May	882-4283
00J	Special Assistant for Minority Affairs	CDR Evans	225-2897
00J1	Navy Affirmative Action Plans Advisor	LCDR Castillo	224-2008
00J2	Minority Affairs Liaison Officer	LCDR Castillo	224-2008
00J3	Minority Affairs Liaison Officer	LT Chandler	225-2824
662F	Exceptional Family Member Program	LCDR France	882-2510

Microfiche, PSR/OSR, Selection Boards, Fitness Reports, ODC Support			
311	Customer Service		882-3313/3315/ 3316
311	Branch Head	LCDR Harper	882-3309
311	FITREP/Eval Support, FITREP/Eval Selection Board Support	Doug Warf	882-3313
312G	Officer Data Card (ODC) Support	Karen Stanton	882-3350
313D	Microfiche & PSR/OSR Fax Ordering	Customer Service	882-3415 882-2664
32B	Selection Board Support	LCDR Cherry	882-3225

Inservice Procurement and Transfer Division			
81	Director	LCDR Barclift	882-3200
81B	Deputy Director	Mr. Booth	882-4408
811	Head, Inservice Procurement/Transfer Branch	LTJG Luttrell	882-3170
811	Fax		882-2620
812	Head, Officer Recall	LT Kramer	882-3208
813	Head, Officer Separations	LT Chamberlin	882-3194
813B	Officer Involuntary Separations	YN1 Carrasquillo	882-3195
813C	Resignations/Release from Active Duty	Mrs. Ward	882-3197
815/255	Head, Enlistment/Reenlistment Branch	LCDR Christy	882-3069

Officer Promotions Division			
85	Director	CDR Walters	882-3221
85A	Administrative Officer	CWO2 Johnson	882-3252
85C	Officer Special Board Coordinator	LT Malloy	882-4844
85L	Line Selection Board Liaison	LCDR Tornos	882-3253
85M	Staff Selection Board Liaison	LT Brown	882-4524
86	Director, Reserve Officer & Enlisted Promotions	CDR Martin	882-4523
86B	Deputy Director, Reserve Officer & Enlisted Promotions	CDR Saylor	882-4526
861	Head, Reserve Officer Promotions & Appointments	CDR Price	882-4528

Retirements Division			
82	Director	CDR Connery	882-3185
82B	Deputy Director	Mr. Lewis	223-7994
821	Head, LMDU/Disability Retirement	LT Gaston	882-3229
822	Head, Officer Retirement	LCDR Oberg	882-3184

Officer Community Management (OCM) and Career Planning Division			
N131	Director	CAPT Harriss	223-2303
N131B	Deputy Director	Vacant	223-2301
N131A	Secretary	Ms Castell	223-2302
N1G2	Head, Chaplain Officer Community Manager	CAPT Theriot	225-8523
211D	Head, AED/AMD Officer Community Manager	CAPT Loyer	757-8483
N131U	Head, Engineering Duty Officer Comm. Manager	CAPT Edwards	882-4090
N131U1	Asst, Engineering Duty Officer Comm. Manager	Pat Morgan	602-8503

N131H	Head, Special Warfare Officer Community Manager	CDR Carlson	225-3914
N131H1	Asst. Special Warfare Officer Community Manager	Mrs. Fuller	224-3289
N131G	Head, Fleet Support Officer Community Manager	CAPT Wurzel	227-8761
N131X	Head, Special Operations Officer Community Manager	LCDR McClelland	882-3911
N131I	Head, Intelligence Officer Community Manager	CAPT Darrah	223-1227
N131J	Head, JAG Corps Officer Community Manager	CAPT Molinengo	325-5185
N131J1	Asst, JAG Corps Officer Community Manager	Dan Barnes	325-5458
N131K	Head, CEC Officer Community Manager	CAPT(Sel) Bosco	882-4032
N131K1	Assistant, CEC Officer Community Manager	LT Morton	882-4034
N131L	Head, LDO/CWO OCM (E-mail: p211l@bupers.navy.mil)	CDR Fahling	223-2309
N131L1	Asst, LDO/CWO OCM (E-mail: p211l1@bupers.navy.mil)	LT Bodoh	223-2310
N131M	Head, Medical Officer Community Manager	CAPT Logeman	223-2328
N131M2	Admin Assistant, Medical Officer Comm Manager	HM2 Wilkinson	223-2324
N131M3	Medical Service Corps/Dental Officer Community Manager	CDR Sawyer	223-2327
N131M4	Nurse Corps Officer Community Manager	CDR Magnusson	223-2326
N131N	Head, Submarine Officer Community Manager	CDR Burke	225-3734
N131N1	Asst, Submarine Officer Community Manager	LCDR Gillette	225-3885
N131O	Oceanography Officer Community Manager	CAPT(Sel) Renaud	882-4109
N131O1	Asst, Oceanography Officer Community Manager	LCDR Brown	882-4109
N131P	Public Affairs Officer Community Manager	CAPT(Sel) Hume	882-4091
N131P1	Asst, Public Affairs Officer Community Manager	LCDR Wallach	882-4025
N131Q	Cryptology Officer Community Manager	CAPT Tucker	882-4079
N131R	Merchant Marine Officer Community Manager	CAPT McFadden	332-7128
N131S	Supply Corps Officer Community Manager	CAPT(Sel) Holland	882-4623
N131T	Acquisition Professional Community Manager	CAPT Briggs	332-2836
N131V	Head, Aviation Officer Community Manager	CDR McKenzie	223-2306
N131V1	Assistant, Aviation Officer Community Manager	LCDR Johnston	223-2307
N131W	Head, SWO Officer Community Manager	CAPT(Sel) Peterson	223-2305

Officer Plans Branch			
N131C	Head, Officer Strength Plans	LCDR Henry	223-2321
N131C1	Strength Analyst	LCDR Harper	223-2322
N131C2	Program Analyst	Ms. Senoria Ford	223-2323
N131D	Head, Accessions Plans	CDR Csuti	223-2325
N131D1	Assistant, Accessions Plans	LCDR Henderson	223-2313
N131E4	Data systems Administrator	IT2 Arnold	223-2323
N131F	Head, Promotions	CDR Cox	223-2330
N131F1	Assistant Head, Promotions	LCDR McMahon	223-2329
N131F2	Promotion Program Liaison	Ric Chapman	225-6417

Professional Development Branch			
N131E	Head, Professional Development	LCDR Wilburn	225-6408
N131E1	Graduate Education/Subspecialty Analyst	Ms. Poindexter	224-4933
N131E2	Graduate Education Analyst/Web Administrator and Developer	Ms. Wei	224-4242
N131E3	Head, Graduate Education/Subspecialty	LT Knox	225-6409

Surface Officer Distribution Division			
41	Director/CAPT Assignment	CAPT Lefever	882-3927
41B	Deputy Director	CAPT Balmert	882-3927
41A	Assistant, CAPT Assignment	CDR Steindl	882-3927
41A1	Administrative Assistant	LT Austin	882-3927
41N/424	Assistant, Nuclear Assignment	CAPT Jackson	882-3940
410	Head, CDR/LCDR Assignment	CAPT Balmert	882-3900
410A	Assistant, CDR Assignment	CDR Tindal	882-3900
411	Head, Post DH Assignment	CAPT Klatt	882-3888
412	Head, Junior Officer Assignment	CAPT(Sel) Allen	882-3894
412A	Sea/Shore Coordinator	LCDR Cooper	882-3894
412C	Sea/Shore Coordinator	LT Devore	882-3894
412S	Second Tour Department Head	LCDR Stader	882-3894
412M	First Tour Department Head	LCDR Washko	882-3894
412J	Second Tour Division Officer	LT Mikel	882-3894
412D	Initial Assignment	LCDR Sparks	882-3894
412E	Initial Assignment	LT Steele	882-3894
412F	Initial Assignment	LT Nielsen	882-3909
412N	Surface Nuclear Assignment	LCDR Carter	882-3894
413	Head, Surface Ship Placement	CDR Auten	882-3897
413A	LANT CRUDES Ship and Staffs	CDR Boxall	882-3917
413B	PAC CRUDES Ships and Staffs	CDR Harris	882-3901
413E	CLF/PC/USNS/Trng/MW	LCDR Keys	882-3921
413F	Amphibious Ships and Staffs	LCDR Keys	882-3923
414	Head, Surface LDO/CWO Assignment/Admin	CAPT Underwood	882-3885
414B	Ord/Op Tech/Deck	LCDR Soucie	882-3906
414C	Engineering/Repair	LCDR Hoard	882-3887
414D	Elex/Communications/ADP	LT Higgins	882-3907
415	Head, Special Warfare Assignment/Placement	CDR Pybus	882-3911
416	Head, Special Operations Assignment/Placement	CDR Lucas	882-3911

Submarine/Nuclear Power Officer Distribution Division			
42	Director/CAPT Assignment	CAPT Holland	882-3930
42B	Deputy Director/CO Detailer	CDR Gehrke	882-3929

421	Head, Submarine/Nuclear Power Assignment	LCDR Correll	882-3944	446	Head, AED/AMD Assignment	CAPT Loyer	757-8483
421A	Post Department Head Shore Detailer	LCDR Haebler	882-3931	446B	Assistant Head, AED 151X	CDR Smith	882-4108
421B	Department Head Detailer	LCDR Grimes	882-3932	446C	Assistant Head, AMD 152X	CDR Glass	882-4108
421C	Junior Officer Shore Detailer	LT Svensson	882-3943	446	AEDO Career Manager	LCDR Pugh	757-8480
421D	Junior Officer Sea Detailer/NOIP Coordinator	LT Sowa	882-3933		AMDO Career Manager	LCDR Shanahan	757-8481
421E	Accessions/Resignations	LT Huey	882-3934	447	Acquisition Professional (AP) Coordinator	CAPT Kreutner	882-3837
422	Head, Nuclear Submarine LDO/CWO Assignment	CDR Falardeau	882-3935	448	Head, Public Affairs Assignment/OCM	CDR Hume	882-4023
422A	LDO/CWO Detailer	LCDR Armstrong	882-3945	448B	Assistant PAO Assignment/OCM	LCDR Wallach	882-4025
423	Staff Placement	LCDR Stockdale	882-3937	449	Head, METOC Assignment	CAPT Lawson	882-4109
424/41N	Head, Surface Nuclear Power Distribution	CAPT Jackson	882-3940	449B	Assistant, METOC Assignment	LCDR Brown	882-4110
424B	Assistant, Surface Nuclear Power Distribution	LCDR Carter	225-4192	4410	Head, Cryptology Assignment	CAPT Tucker	882-4079
				4410B	Assistant Head, Cryptology Assignment	LCDR Kob	882-4079
				4410C	LDO/CWO/New Accessions	LT Icenogle	882-4079
				4411	Head, Intelligence Assignment	CAPT Vaughn	882-3993
				4411A	Junior Officer Detailer	LCDR Ashcraft	882-3993
				4411B	Intelligence Placement	LCDR Robinson	882-3993
				4411C	TAR Intelligence Detailer/Attache' Placement	CDR Fenske	882-3993
				44120	Director, Supply Corps Personnel & CAPT/Shore	CAPT Nanney	882-4611
				4412	Director, Detailing Division/ CDR Shore/ Sea	CAPT Holland	882-4607
				4412A	Special Assistant	CDR(Sel) Case	882-4608
				4412B	Head, Shore Detailing Branch	CDR Wenger	882-4601
				4412C	Head, Sea/Overseas Detailing Branch	LCDR Larcher	882-4614
				4412E	Director, Reserve Division	CAPT Carlson	882-4619
				4412F	LT/LTJG Sea/Overseas Detailer	LCDR Hinson	882-4627
				4412G	ENS Sea/Overseas Detailer	LT Williams	882-4616
				4412I	LT/LTJG Shore Detailer	LCDR Lavigna	882-4612
				4412J	LDO/CWO Detailer	LCDR Gill	882-4613
				4412Q	Head, Career Development and Training	LT Escoe	882-4624
				4412QA	Assistant, Career Development and Training	Ms. Robinson-Bell	882-4629
				4412R	Special Assistant, Detailing Division	LCDR Bestercy	882-4609
				4412X	Head, NAVSUP/DLA Placement Branch	SH1 Price	882-4618
				4412XB	NPC Liaison/Admin Officer	IT1 Sanders	882-2936
				4412Y	Administrative/Placement Assistant	SH1 Price	882-4625
				4413	Head, CEC Assignment	CAPT Bosco	882-3997
				4413A	Assistant, CEC Assignment (LCDR)	CDR(Sel) Chandler	882-4030
				4413B	Billets/NAVFAC Placement	LCDR Oby	882-3998
				4413C	CEC LTJG/ENS Detailer	LT Kilian	882-4033
				4413D	CEC Plans and Inputs	LCDR(Sel) Morton	882-4034
				4413E	LT/LDO/CWO Postgraduate Detailer	LCDR Morris	882-4035
				4413S	Military Staffing Tech	Mr. D. Potter	882-4031
				4414	Head, Chaplain Assignment Branch	CAPT Carter	882-4092
				4414A	Assistant, Chaplain Assignment Branch	CAPT McGeory	882-3995
				4415	Head, Medical Department Officer Distribution	CAPT Lockhart	882-4097
				4415A	Asst Branch Head,	LCDR Kolosik	882-4053
					Medical Department Assignment		
				4415B	Head, Medical/Dental Placement	CDR Dobbs	882-4095
				4415C	HQ/ HSL/ CRUITCOM Placement	LT Collins	882-4464
				4415D	Overseas Ops and USMC Placement	LCDR Thomas	882-4112
				4415F	East Coast (except DC)/Overseas	LCDR Parrish	882-4114
				4415G	Senior Dental Corps Assignment	CAPT Seder	882-4043
				4415H	Junior Dental Corps Assignment	CDR Parreira	882-4118
				4415I	Senior MSC HCA Assignments (O4 and above)	CAPT(Sel) Kelly	882-4052
				4414I/A	Junior MSC HCA Assignments (O3 and below)	LT Diehl	882-4052
				4415J	Head, MSC/SCI Assignment	CAPT Past	882-4051
				4415JX	MSC Assignment/Op Sciences	CDR Hathaway	882-4051
				4415K	Head, Nurse Corps Assignment	CAPT Workman	882-4038
				4415L	Nurse Corps West Coast Assignment/Asia	CDR Vernere	882-4042
				4415M	Head, MC/Surgical Specialty Assignment	CAPT Yerkes	882-4121
				4415N	Medicine Specialties Assignment	LCDR Mallak	882-4121
				4415P	GME Assignment	LT Jefcoat	882-4048
				4415R	FS/UMO/Prev Med/Occ Health/RSH	CDR Puckett	882-4119
				4415S	Nurse Corps East Coast Assignment	LCDR Schultz	882-4041
				4415T	West Coast	HMC Allen	882-4112
				4415U	GMO Assignment	LCDR Rogers	882-4119
				4415V	LCDR Nurse Corps Assignment/OR Nurses	CDR Delizo	882-4039
				4416	Head, JAG Corps Assignment/Senior Officer	CDR Wise	882-4081
				4416B	Assistant Head/LCDR Assignment	LCDR Howitz	882-4082
				4416C	LT/LDO Assignment	LCDR Kiamos	882-4083
				4416E	Accessions/Recruiting	LT Keidel	882-4084
				4417	Head, TAR Assignment	CAPT Brannan	882-4063
				4417B	Surface TAR Officer Assignment	CDR Little	882-4063
				4417C	Aviation TAR Officer Assignment	CDR Cline	882-4064
				4417D	Surface TAR Officer Placement	LCDR Haben	882-4062
				4417F	Admin Supervisor	YNC Crowe	882-4063
				4417G	AMDO TAR Officer Assignment	LCDR O'Bryant	882-4076
				4417I	Fleet Support TAR Officer Assignment	LCDR Parks	882-4062
				4419	Head, Fleet Support Assignment	CAPT Koch	882-4054
				4419A	Assistant Branch Head, Fleet Support Assignment	CDR Anderson	882-4054
				4419B	LT Detailer	LCDR Luckett	882-4054
				4419C	LT/LCDR Detailer	LCDR Wulff	882-4054
Aviation Officer Distribution Division							
	Aviation CAPT Assignment Branch	Assistance	882-3974				
	Aviation CDR Assignment Branch	Assistance	882-3975				
	Aviation LCDR/Junior Officer Assignment Branch	Assistance	882-3947				
	Air Combat Placement Branch	Assistance	882-3987				
43	Director/CAPT Assignment	CAPT Benson	882-3974				
43A	Assistant CAPT Assignment	CDR Doyle	882-3976				
		& LCDR Karnes					
43B	Deputy Director	CDR Keller	882-3955				
43B1	Administrative YN	YN2 Wilson	882-3978				
43B2	Administrative YN	YN2 Quick	882-3956				
43C	Director's Assistant	Jeff Jacob	882-3958				
431B	Head, CDR Detailer	CDR Dobson	882-3972				
431	Assistant, CDR Detailer	CDR Keller	882-3957				
431A	Assistant, CDR Detailer	CDR Lynch	882-3963				
431C	CDR Shop Order Writer	Fran Stone	882-3975				
432	Head, LCDR/JO Assignments	CDR Laukaitis	882-3973				
432C	Shore Coordinator	CDR Taylor	882-3949				
432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	LCDR Gordon	882-3969				
432E	VAW/VRC/Warfare Transition	LCDR Jackson	882-3965				
432F	VFA	LCDR Lefere	882-3966				
432G	VF	LCDR Phipps	882-3986				
432H	Helicopter Sea Assignment	LCDR Laubengayer	882-3950				
432I	VP Shore Assignment	LCDR(Sel) Westerkom	882-3951				
432K	VAM/VAQ	LCDR McKeon	882-3967				
432L	Head, Aviation LDO/CWO Assignment	CDR Ranno	882-3968				
432M	Assistant, Aviation LDO/CWO Assignment	LCDR Hancock	882-3948				
432O	MILPERS Management Specialist	Paul Boundy	882-3947				
432P	VP Sea Assignment	LCDR(Sel) Dorrans	882-3952				
432Q	Helicopter Shore Assignment	CDR(Sel) Lineberry	882-3970				
432R	Sea Coordinator	CDR Taylor	882-3949				
432S	VS/Force Support	LCDR Walker	882-3953				
432T	Pilot/NFO Initial Assn/General Aviation/ACCP/ACIP	LT Sicola	882-3954				
432U	VQ	LCDR Baker	882-3985				
432V	Assistant, LDO/CWO Assignment	Melinda Weeden	882-3964				
433	CARGRU Staff Placement	CDR Taylor	882-3949				
433A	VFA/VX-9/LSO School	LCDR Yager	882-3959				
433B	VF/CVW West	LCDR Koehler	882-3979				
433C	VAW/VRC/VQ/VC-8/CVW East	LCDR Caraveo	882-3960				
433D	VP/VX-1/PEP/TSC	CDR Krotow	882-3989				
433E	Prospective Flight Students	LT Moran	882-3984				
433F	VAQ/NSAWC	LCDR Meier	882-3961				
433G	CV/CVN	LCDR Cooleedge	882-3981				
433H	VS/TRACOM/Schools Command/SWATSPAC	CDR(Sel) Pettit	882-3980				
433I	HS/HSL	LCDR Tenhoopen	882-3982				
433J	HC/HM/TYCOM/FASO/TACRON	LCDR Cashman	882-3962				
433Q	Assistant, CV/CVN/CARGRU Staff Placement	Denise Williams	882-3988				
433R	Assistant, Prospective Flight Students	Beverly Slaughter	882-3983				
Restricted Line/Staff Corps Officer Distribution and Special Placement							
44	Director	CAPT Taylor	882-4055				
44A	Flag Aide Placement	Mr. Jackson	882-4071				
44B	Deputy Director	CAPT Konczey	882-4072				
440	Head, Edu Trng, Shore Station, Mat'l Placement	CDR Batchelder	882-3999				
440B	Graduate Education Placement/NPS	LT Batts	882-4056				
440C	Service College Placement	LT Garcia	882-4100				
440E	Subspecialty Management	Mrs. Hudspeth	882-4057				
441	Hd, Washington Placement(OPNAV)	CAPT Niner	882-4104				
441A	JCS, JBC, JTAMDO Placement	LT Vosler	882-4074				
441B	Asst, Washington Placement/OSD	LCDR Kollie	882-4105				
442	Head, Major Staffs Placement	CDR Doran	882-4123				
442B	Assistant Head, Korea/Japan/MIS	LCDR Noe	882-4066				
442C	FAO/PEP/FMS	LT Baker	882-4065				
440A	USNA/NWC/CNET	LCDR Stewart	882-4040				
444B	NAS/CNRC/MEPS	CDR Batchelder	882-3999				
444C	Great Lakes/PSD/NAPS/NAMTG/Training	Mr. Hendrieth	882-4058				
444D	Military Staff Tech	Ms. Young	882-4060				
444E	Material Placement-Surface	LCDR Hale	882-4101				
444F	Material Placement-Aviation	LCDR Malin	882-4061				
445	Head, Engineering Duty Assignment	CAPT Edwards	882-4090				
445B	Assistant, EDO Detailer	CDR Atkinson	882-3994				
445D	Assistant EDO Detailer	LCDR Kohnke	882-3085				

Officers' Call

Opportunities exist to contribute to real world operations. N123C coordinates TAD support for Joint Task Forces, United Nations Operations and NATO Operations. Currently, Naval officers support operations DELIBERATE FORGE, SOUTHERN WATCH, JOINT FORGE, the United Nations Mission for the Referendum in Western Sahara and other contingencies around the world.

Particular skills sought include:

TACAIR aviators, aviation strike planners, TLAM strike planners, EP-3 mission planners, H-60 CSAR coordinators, Intelligence Officers, Supply Corps Officers, Communications Officers, Submarine Officers and officers with foreign language skills. Paygrade requirements range from LTJG to CAPT and are assignment dependent.

TAD assignments are generally from 96 to 179 days and require your commanding officer's approval. Your parent command incurs no costs to support these assignments. Tax-free income, special pays and personal (joint)

recognition often accompany these challenging assignments. New assignments become available frequently, and are ideally assigned 120 days or more prior to the report date. Assignments may be completed on TAD orders from your parent command, or with advance coordination as an intermediate stop on PCS orders. A partial list of future opportunities is provided below.

To inquire about an assignment, contact CDR John Kroft at DSN 225-

3748, Comm (703) 695-3748; Fax at DSN 225-9940, Comm (703)695-9940, E-mail at **n123c@bupers.navy.mil**. You may also contact PNC (AW) Drew at DSN 224-1012, Comm (703)614-1012, E-mail at **n123c1@bupers.navy.mil**.

Check out our Web Site for additional TAD opportunities. Head to **<http://www.bupers.navy.mil/jtad/jtad.html>**. You can review the listing of billets currently available and/or apply for a billet online. □

TAD Opportunities for Joint/UN/NATO Contingency Ops

Billet Title	Line#	Requirements	Location	Report
Warning Analysis	TISTV-004	O3/163X, TS/SCI	Vincenza	July 01
Physical Security Off	SW LO1B/004	O3/SS6490	Riyadh	May 01
DCOD J-2	SW133	O6/163X	Riyadh	Sep 01
Targets Officer	SW220	O3/CV/163X	Riyadh	Apr 01
C4I Link	SW238	O3/Link/111X	Riyadh	May 01
TLAM Planner	SW250	O3/TLAM Exp.	Riyadh	Mar 01
Long Range Planner	SW317	O4/VF, 13X0, Planner	Riyadh	Mar 01
DEP LOG Director	SW509	O4/310X	Riyadh	Aug 01
SIGINT MSR MGR	CTF-FA 1757	O3/644X,CWO3 744X	Sarajevo	Dec 00
Chief CAOC	JF CTFMP-028	O3/111X, 13XX	Turkey	Sep 01
F/A 18 TACREP Off	DF500-51	O3/13XX	Vicenza	Jan 01
Comm Officer	DF600-04	O3/619X	Vicenza	April 01
Military Observer	MIL 01	O4	Western Sahara	June 01
Military Observer	MIL 02	O4	Western Sahara	June 01
Military Observer	MIL 03	O4	Western Sahara	June 01
Military Observer	ET-001	O5	East Timor	June 01

Reference Corner

NAVY PERSONNEL COMMAND
PERS 311
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-3110
DSN 882-3316/COMM (901) 874-3316

◆ Mail in FITREPS & EVALS
(via regular mail)

NAVY PERSONNEL COMMAND
PERS 311
BLDG 769 - WOOD HALL
5751 HONOR DRIVE
MILLINGTON TN 38055-3110

◆ Mail in FITREPs & EVALs
(via Certified Mail/FEDEX)

NAVY PERSONNEL COMMAND
PERS 313C
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-3130

◆ Mail OSR Photos

NAVY PERSONNEL COMMAND
PERS 312G
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-3120
FAX: DSN 882-2660

◆ Mail in ODC Corrections

NAVY PERSONNEL COMMAND
PERS 313C
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-3130
PHONE: DSN 882-3415/3596, COMM (901) 874-3415/3596
FAX: DSN 882-2664/COMM (901) 874-2664

◆ Microfiche/OSR
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NAVY DEPARTMENT BOARD OF DECORATIONS AND MEDALS
ATTN: N09B33
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000
PHONE: (202) 685-1770

◆ To Submit Missing Awards

NAVY BOARD OF DECORATIONS AND MEDALS
901 "M" ST SE
BUILDING 36 ROOM 135
WASHINGTON NAVY YARD
WASHINGTON DC 20003

◆ To Submit Missing Awards
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